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MEASURING CHANGES IN INSTITUTIONAL RACIAL DISCRIMINATION IN THE ARMY

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SOCIAL PROCESSES TECHNICAL AREA



U. S. Army

Research Institute for the Behavioral and Social Sciences

December 1975

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SECURITY CLASSIFICATION OF THIS PAGE (When Data Entered)

REPORT DOCUMENTATION PAGE		READ INSTRUCTIONS BEFORE COMPLETING FORM
1. REPORT NUMBER Technical Paper 270	2. GOVT ACCESSION NO.	3. RECIPIENT'S CATALOG NUMBER
4. TITLE (and Subtitle) MEASURING CHANGES IN INSTITUTIONAL RACIAL DISCRIMINATION IN THE ARMY		5. TYPE OF REPORT & PERIOD COVERED Final Report 1 Feb 73 - 1 Feb 74
		6. PERFORMING ORG. REPORT NUMBER
7. AUTHOR(s) Peter G. Nordlie (Human Sciences Research, Inc.), James A. Thomas and Exequiel R. Sevilla (ARI)		8. CONTRACT OR GRANT NUMBER(s) DAHC 19-73-C-0037
9. PERFORMING ORGANIZATION NAME AND ADDRESS Human Sciences Research, Inc. 7710 Old Springhouse Road McLean, Virginia 22101		10. PROGRAM ELEMENT, PROJECT, TASK AREA & WORK UNIT NUMBERS 2Q162108A743
11. CONTROLLING OFFICE NAME AND ADDRESS Deputy Chief of Staff for Personnel DAPE-HRR Washington, DC		12. REPORT DATE December 1975
		13. NUMBER OF PAGES 68
14. MONITORING AGENCY NAME & ADDRESS (if different from Controlling Office) US Army Research Institute for the Behavioral and Social Sciences 1300 Wilson Blvd Arlington, Virginia 22209		15. SECURITY CLASS. (of this report) Unclassified
		15a. DECLASSIFICATION/DOWNGRADING SCHEDULE
16. DISTRIBUTION STATEMENT (of this Report) Approved for public release; distribution unlimited		
17. DISTRIBUTION STATEMENT (of the abstract entered in Block 20, if different from Report)		
18. SUPPLEMENTARY NOTES		
19. KEY WORDS (Continue on reverse side if necessary and identify by block number) Race Relations in the Army Race Relations/Equal Opportunity Quantifying Racial Discrimination Measurement of RR/EOT Program Impact Equal Opportunity and Treatment Institutional Racial Discrimination Representation Index Method for Measuring Racial Discrimi- nation		
20. ABSTRACT (Continue on reverse side if necessary and identify by block number) A method was developed to measure changes in institutional racial discrimination in the Army. Institutional racial discrimination is defined as a difference in what happens to people in an organization, a difference which is: (1) correlated with skin color; (2) results from the normal functioning of the organization; and (3) operates to the consistent disadvantage of persons of a particular skin color. This concept is operationalized into specific quantitative indicators. Differences in what happens		

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20. to whites and blacks in the Army were measured using specific quantitative indicators derived from comparisons of actual and the expected numbers of blacks in certain situations or having certain characteristics. The expected number is that number of blacks one would expect if skin color were not related to that situation or characteristic.

The following formula was used to calculate all the Representation Indexes used in the study:

$$\text{Representation Index} = \left[\frac{\text{Actual Number}}{\text{Expected Number}} \times 100 \right] - 100$$

By calculating indexes at different times, one can determine whether institutional discrimination is changing and in which direction. The extent to which these indexes move toward zero is a measure of the extent to which institutional discrimination is being eliminated. Total success is indicated if all indicators reach zero.

Fifty-eight such indices were identified for examination. The results show that color of skin was still highly related to what happens to persons in the Army. Institutional racial discrimination was still occurring to some extent in the Army on almost all of the examined dimensions. However, where data were available for prior years, the overall tendencies were toward reducing institutional racial discrimination on almost all of the dimensions. The major exception was type of discharge, where the trend appeared to be in the opposite direction.

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December 1975

Army Project Number
2Q162108A743

Race Relations Management
DAHC 19-73-C-0037

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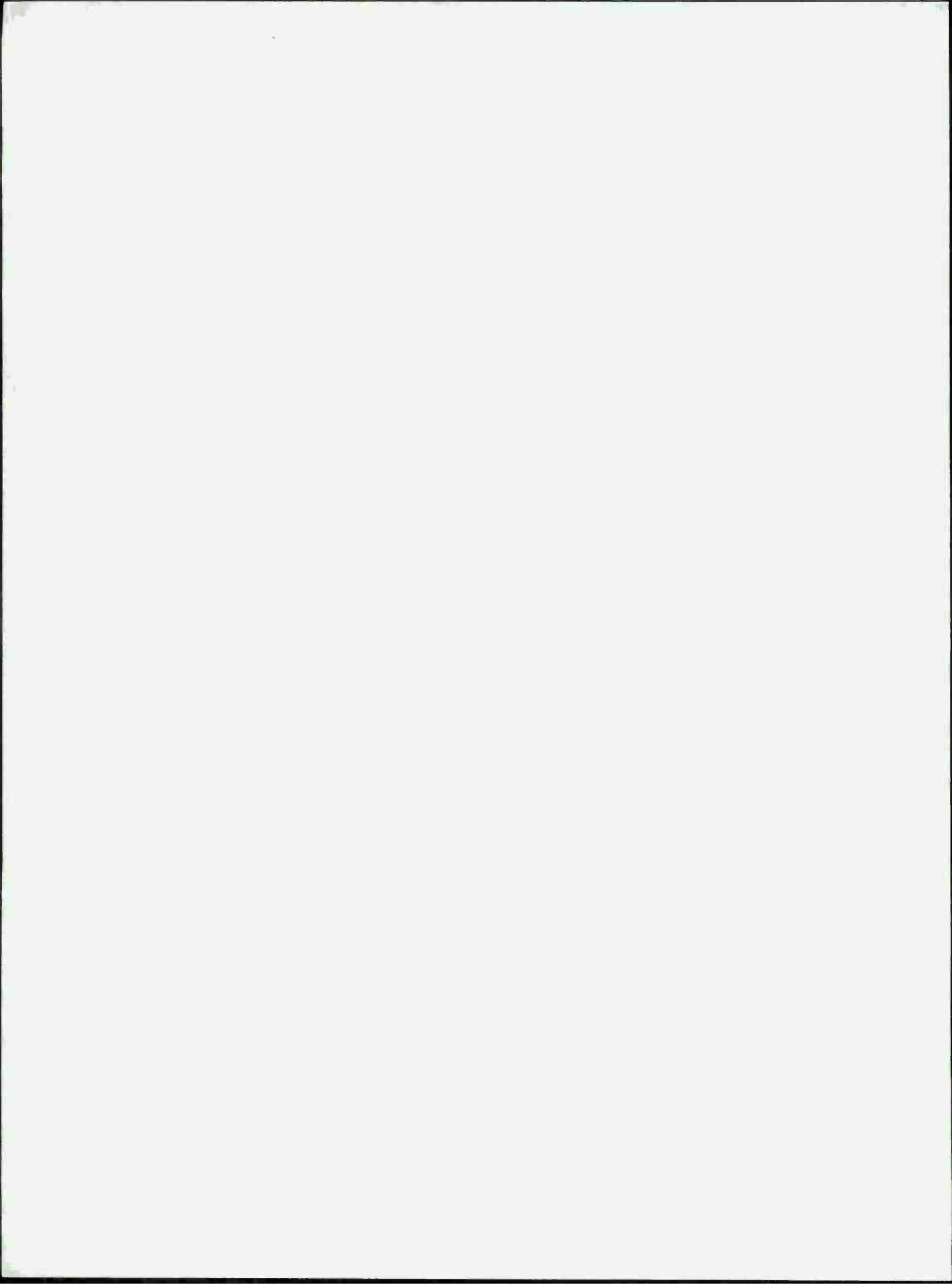
FOREWORD

The Social Processes Technical Area of the Army Research Institute for the Behavioral and Social Sciences (ARI) is concerned with problems of social dynamics and interactions to help the soldier better adjust to the modern Army and to provide field commanders with techniques to increase unit competence. Programs in the Technical Area deal both with systematic research over wide areas and with immediate and specific problems, in this case developing a way to measure changes in institutional racial discrimination in the Army, in order to assess the impact of race relations/equal opportunity programs at Army installations.

This Technical Paper reports on the concept, formulation, and operational development of the Representation Index system for measuring institutional racial discrimination which has been adopted and implemented by the Army. Results provided inputs which were used by the Department of the Army in revising its Affirmative Action Plan; the data can also be used by Army race relations trainers to provide better understanding of institutional discrimination. Research was conducted under Army RDTE Project 2Q162108A743, "Race Relations Management, Social Change and Race Relations," FY 1974 Work Program, as an in-house effort augmented by contracts with organizations selected as having unique capabilities in this field. The present study was conducted jointly by personnel of ARI and Human Sciences Research, Inc., McLean, Virginia, and is responsive to special requirements of the Director of Human Resources Development, Office of Equal Opportunity Programs, in the Office of the Deputy Chief of Staff for Personnel of the U.S. Army.



J. E. UHLANER
Technical Director



MEASURING CHANGES IN INSTITUTIONAL RACIAL DISCRIMINATION IN THE ARMY

BRIEF

Requirement:

To develop quantitative measures of institutional racial discrimination in the Army, in order to assess the impact of race relations and equal opportunity and treatment programs.

Procedure:

Institutional racial discrimination is defined as those standard practices of an organization which produce consistent discrimination. Specific quantitative indicators which reflect differences in what happens to whites and blacks in the Army are derived from comparisons of the actual and the expected number of blacks who are in a given situation or have a given characteristic—e.g., the actual number of black officers compared with the expected number of black officers. The expected number, in all cases, is how many one would expect to find in a situation if skin color were not related to that situation (i.e., the number to be expected by chance). A formula was developed to calculate the Representation Indexes used in this study:

$$\text{Representation Index} = \left[\frac{\text{Actual Number}}{\text{Expected Number}} \times 100 \right] - 100$$

Indexes were calculated for 58 dimensions of institutional racial discrimination over the 11-year period 1962-73, using data from Army personnel files.

Findings:

By 1973 the Army was becoming increasingly black at the enlisted level with little change at the officer level. Blacks were recruited and were reenlisting at much higher rates than whites. Substantial change had occurred toward more equitable distribution of blacks across all ranks. By 1973 discrimination was evident only at the highest enlisted and officer levels and was being substantially reduced.

Skin color still appeared highly related to type of job in the Army for both enlisted and officer personnel. Overall patterns showed a slight decline in this relationship, however. Past discrimination on Senior Service College eligibility and selection appeared nearly eliminated by 1973. Blacks were far less likely than whites to be eligible for reenlistment, but those who were eligible reenlisted at a much higher rate than eligible whites. Black enlisted personnel were less likely than whites to leave the Army, but those who did were far more likely than whites to have a less than honorable discharge. Black promotion was slower than white promotion. As far as could be determined with current available records, this difference was not a function of educational level or AFQT score.

A comparison of the distribution of black and white personnel across enlisted and officer ranks for the Army, Navy, Marine Corps, and Air Force for 1972 indicates much less discrimination in the Army than the other services.

Utilization of Findings:

The system for measuring institutional racial discrimination developed by this study has been adopted and implemented by the Department of the Army. Results provided inputs which were used by the Department of the Army in revising its Affirmative Actions Plan. Data can also be used by trainers in Army race relations courses to provide a better understanding of institutional racial discrimination and enhanced credibility among minorities.

MEASURING CHANGES IN INSTITUTIONAL RACIAL DISCRIMINATION IN THE ARMY

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MEASURING CHANGES IN INSTITUTIONAL RACIAL DISCRIMINATION IN THE ARMY

INTRODUCTION

The Problem

The Army has undertaken relatively massive programs to improve race relations and insure equal treatment for all its personnel. The scope and magnitude of these programs is best given by the Department of the Army's Affirmative Actions Plan¹ which details the total program.

These programs have been implemented in the Army principally through Army Regulation 600-21,² which specifies equal opportunity and treatment for all personnel with respect to enlistment, appointment, discipline, professional improvement, promotion, career progression, schooling assignments, retention, and separation in all components of the Army.

Since 1970 the Army has probably put more energy and resources into efforts to improve race relations and equal opportunity than any major American institution.

Race relations and equal opportunity (RR/EO) programs are designed to produce change and insure that racial discrimination is minimized. The question then is: To what extent have the programs achieved their desired effects?

Objectives

The objectives of this research were to:

1. Conceptualize and operationally define institutional racial discrimination.
2. Develop a method for quantifying and measuring institutional racial discrimination.
3. Apply this method to current data on the Army and to data from prior years to establish baseline trends.

¹ U.S. Army. Headquarters, Department of the Army, Race Relations/Equal Opportunity Affirmative Actions Plan. Washington, D.C., 24 June 1975.

² U.S. Army. Army Regulation 600-21, Race Relations and Equal Opportunity. Washington, D.C., 26 July 1973.

This study has been limited to blacks vs. whites for the practical reason that too little data are currently available on other racial minorities to permit meaningful analysis. The overall concept is applicable to any minority and can be adapted for future use with any minority as data become available.

SYSTEM FOR MEASURING INSTITUTIONAL RACIAL DISCRIMINATION

Concept of Institutional Racial Discrimination

The term institutional racism has entered the language only recently. Carmichael and Hamilton³ first used the term; however, the concept itself appeared earlier in social science literature. While emphasis and treatment of the concept differ, there is consensus on its major characteristics. Institutional racism refers to the structure and functioning of institutions and not to individual attitudes or behavior. Institutional discrimination may occur whether or not a formal racial discrimination policy exists. Organizations may unintentionally discriminate while espousing a policy of nondiscrimination. This report is concerned only with racial discrimination as it exists--intended or not. In general, institutional racism focuses on the discrimination practices of organizations and can occur quite independently of the attitudes and motivations of individuals who may unknowingly perpetuate it. Frequently, institutional racism is said to be less visible than individual racism; however, this may only be because there has been less experience in looking for it. Also, cumulative effects of institutional racism interact across institutions. For example, an inferior education may interact with test scores required by other institutions for advancement with the end result of a lower standard of living.

The presence of institutional racism can be detected and measured. For this study, institutional racial discrimination is operationally defined as a difference in what happens to people in terms of personnel actions such as assignment, promotion, or discharge in an organization--a difference which is (1) related solely to skin color, (2) results from the normal functioning of the organization, and (3) operates to the consistent disadvantage of persons of a particular skin color. The term racial discrimination rather than racism is used here because the mental connotation of discrimination is closer to the operative concept.

³ Carmichael, Stokely S., and Hamilton, Charles V. Black Power: The politics of liberation in America. New York: Random House, 1968. Discussed in Knowles, L. L., and Prewitt, K. (eds.). Institutional racism in America. Englewood Cliffs, N.J.: Prentice-Hall, 1969.

Measurement of Institutional Racial Discrimination

Representation Index. The following formula is used here for measuring different dimensions of institutional discrimination:

$$\text{Representation Index} = \left[\frac{\text{Actual Number}}{\text{Expected Number}} \times 100 \right] - 100$$

Where Actual Number = The number of blacks having the particular characteristic under consideration

Expected Number = The Expected Percentage times the number of individuals in the base population (total number of personnel having the particular characteristic under consideration), where the Expected Percentage is the percentage of blacks normally expected to have that characteristic if no association between skin color and that characteristic exists.

By dividing the Actual Number by the Expected Number, a ratio is created which expresses the extent to which the Actual Number is greater or lesser than the Expected Number. Multiplying by 100 converts the ratio to a more readily understood percentage. By subtracting 100 from the product, we create an index which is zero when the actual and expected numbers are the same. The meaning of such an index can thus be read directly: If the indicator is zero or close to it, there is no evidence of over- or underrepresentation of minority members on that dimension. If the indicator is 40%, then the number of blacks found to have that particular characteristic--being an E6, for example--is 40% greater than would be expected if skin color were not related to that characteristic. If the index is -40%, then 40% fewer blacks have that characteristic than would be expected if the null hypothesis of no association with skin color were true. As already noted, the goal of RR/EO programs is to drive all such indicators to zero. If all indicators were zero percent or close to it (except for those dimensions over which the Army has no control), one would interpret that as evidence of the successful elimination of institutional racial discrimination in the Army. If one examines the Representation Indexes for any particular dimension at different points in time, one can see immediately the extent to which the indicators are changing and thus readily identify those areas which are and are not changing in the desired direction.

There are several problems or limitations in applying this index. In those cases where the Expected Number is very small, a change of one or two cases in the Actual Number will make very large differences in the indicator. While this is not an inaccuracy, it could be misleading, and special care should be taken in interpreting those cases where the Expected Number is less than 50. A second problem is that when the Actual Number was zero, the index is -100% regardless of the magnitude

of the Expected Number. A third limitation concerns the importance of selecting the appropriate population for the determination of the Expected Percentage. In determining institutional discrimination, different indices result if the Expected Percentage is from the total number or from a subgroup. The most appropriate selection of population sample will depend upon the purpose for which the index is to be used.

Application of the System to the Army

The measurement of institutional racial discrimination in the Army focused on the ways in which the normal functioning of the Army results in differential effects on personnel which can be related to their skin color. The emphasis in this study is on a comprehensive set of Army personnel decisions in order to determine the extent to which any of them impact differentially on white and black personnel. From available data and the question of the major impacts of the Army on its personnel, seven decision areas were identified: (1) Racial composition of the Army, (2) distribution of personnel across ranks, (3) distribution of personnel across occupational specialties, (4) types of assignments, (5) school eligibility and selection, (6) racial composition of accessions and reenlistments, and (7) racial composition of separations.

A total of 58 dimensions were identified and described, 3 to 18 dimensions in each of the seven general areas. For each dimension a Representation Index was computed for every other year over an 11-year period beginning in 1962. However, data were not available for some dimensions for all years. Data for bar graphs for each dimension were computed to reflect trends or changes in the Representation Indexes over the years for which data were available. Appendix A provides the data from which the Representation Indexes were calculated.

Source of Data. For the most part, the data for this study are contained in Army personnel files. Collection of primary data was unnecessary. In past years, some statistics were not collected by race, and therefore no data exist for some indicators except for very recent years.

There were four primary sources of data: (1) The Officer Master Tape Record, (2) the Enlisted Master Tape Record, (3) records from the Office of Equal Opportunity Programs, and (4) data published by the Department of Defense, Office of the Assistant Secretary of Defense (Equal Opportunity). The original plan envisioned that almost all of the data needed could be extracted from the Officer Master Tape Record and the Enlisted Master Tape Record, supplemented where necessary from records provided by the Office of Equal Opportunity Programs and the Department of Defense. During the study, problems were encountered in obtaining and utilizing the data from the Master Tapes, and in the end almost all the usable data came from the Office of Equal Opportunity Programs records and the Department of Defense records (primarily, The

Negro in the Armed Forces: A Statistical Fact Book⁴). The data difficulties limited the original plans for the study but it is believed that enough data were obtained to illustrate the application and utility of the entire concept.

All of the Representation Indexes were calculated from total population data, so there are no sampling considerations. Over the 11-year period examined in this study, the total size of the Army changed substantially. The increases and decreases in total size are important to remember in looking at the indicator data over time; many indicators show a remarkable stability despite the large changes in total size. The total size of the Army during the period studied is shown in Figure 1.

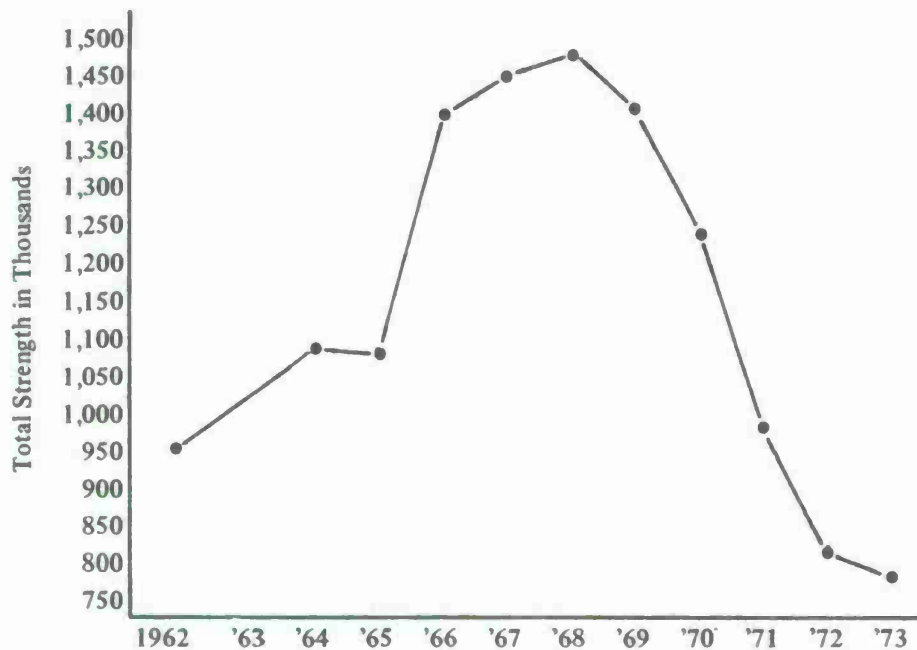


Figure 1. Total strength of the Army, 1962 through 1973

⁴ U.S. Department of Defense, Deputy Assistant Secretary (Equal Opportunity). The Negro in the Armed Forces: A statistical fact book. Washington, D.C., 15 September 1971.

RESULTS

This section presents both the results of applying the measurement system to Army data in each of the seven general areas and the data for each Representation Index.

Racial Composition of the Army

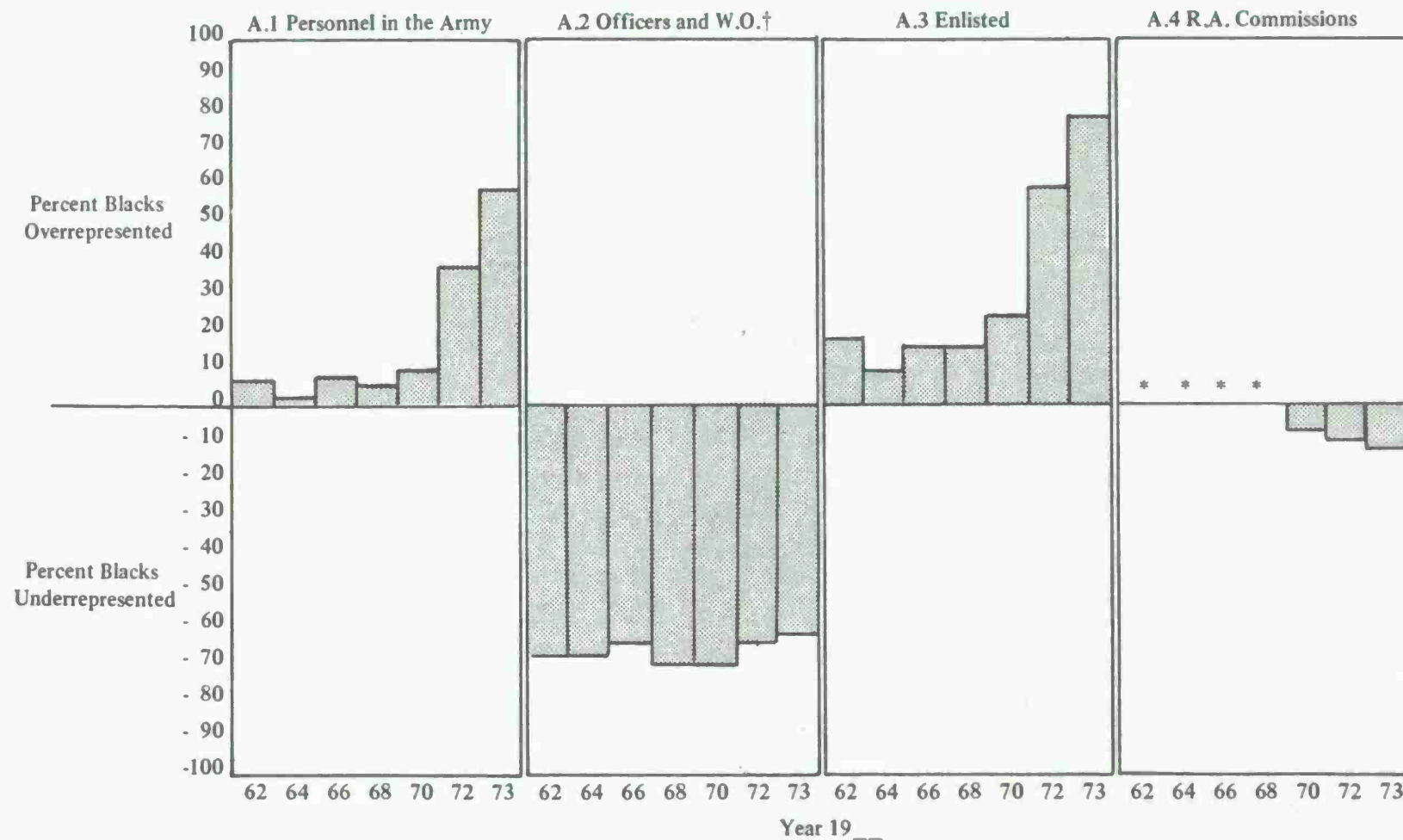
This area is a global one which focuses on the extent to which the black-white composition of the Army is similar to or different from the black-white composition of the total population of the country. The particular racial composition that exists in an organization defines many elements of the social environment of that organization and is an important determinant of the experiences people have in that organization.

The Expected Percentage used in this comparison is the percentage of blacks in the total U.S. population; a basic assumption is that the Army neither intends nor wants to draw its personnel from any particular racial group or to exclude any particular racial group. If no factors were operating to produce selectivity on the basis of skin color, then one would expect the racial composition of the Army to approximate the racial composition of the country. The Expected Number for the following three indicators was calculated on the basis of percentage of blacks in the total population for that year: (1) Total number of personnel in the Army, (2) number of officers and warrant officers, and (3) number of enlisted personnel. For the fourth composition indicator--number of Regular Army (RA) commissions--the expected number was the percentage of officers who are black multiplied by the number of officers who have RA commissions.

Figure 2 shows these four indicators in the form of bar graphs for every other year beginning in 1962 and extending through 1973. This time interval provides an 11-year span over which to examine the changes that have occurred.

Looking at the Representation Indexes for total number of personnel in the Army, one sees that until 1972 the black-white composition of the Army was quite similar to that in the total population and varied between three and eight percent over the percentage expected. In 1972, for blacks, a sharp increase over expected percentage is noted. This increase actually began in 1971 where it rose to +21% (1971 data not shown) and continues into 1973 where it reached +77% (Figure 2). Most of this increase is in enlisted grades only and reflected the sharp rise in black enlistment and reenlistment as well as the relative decline in white enlistment and reenlistment. What is shown here is a strong trend toward overrepresentation of blacks in the Army in the enlisted grades and almost no corresponding change in the underrepresentation of black officers.

These data show a remarkable consistency over eleven years in whatever factors resulted in maintaining the black officer strength at about 3 to 4% of the total number of officers. This consistency is even



* Data unobtained

† Since warrant officers and officers showed the same pattern, they were combined.

Figure 2. Representation Indexes for racial composition of the Army (A.1)

more dramatic when one realizes that in that period the size of the officer corps increased by more than half from 1962 to 1968 and then declined to below the 1962 level.

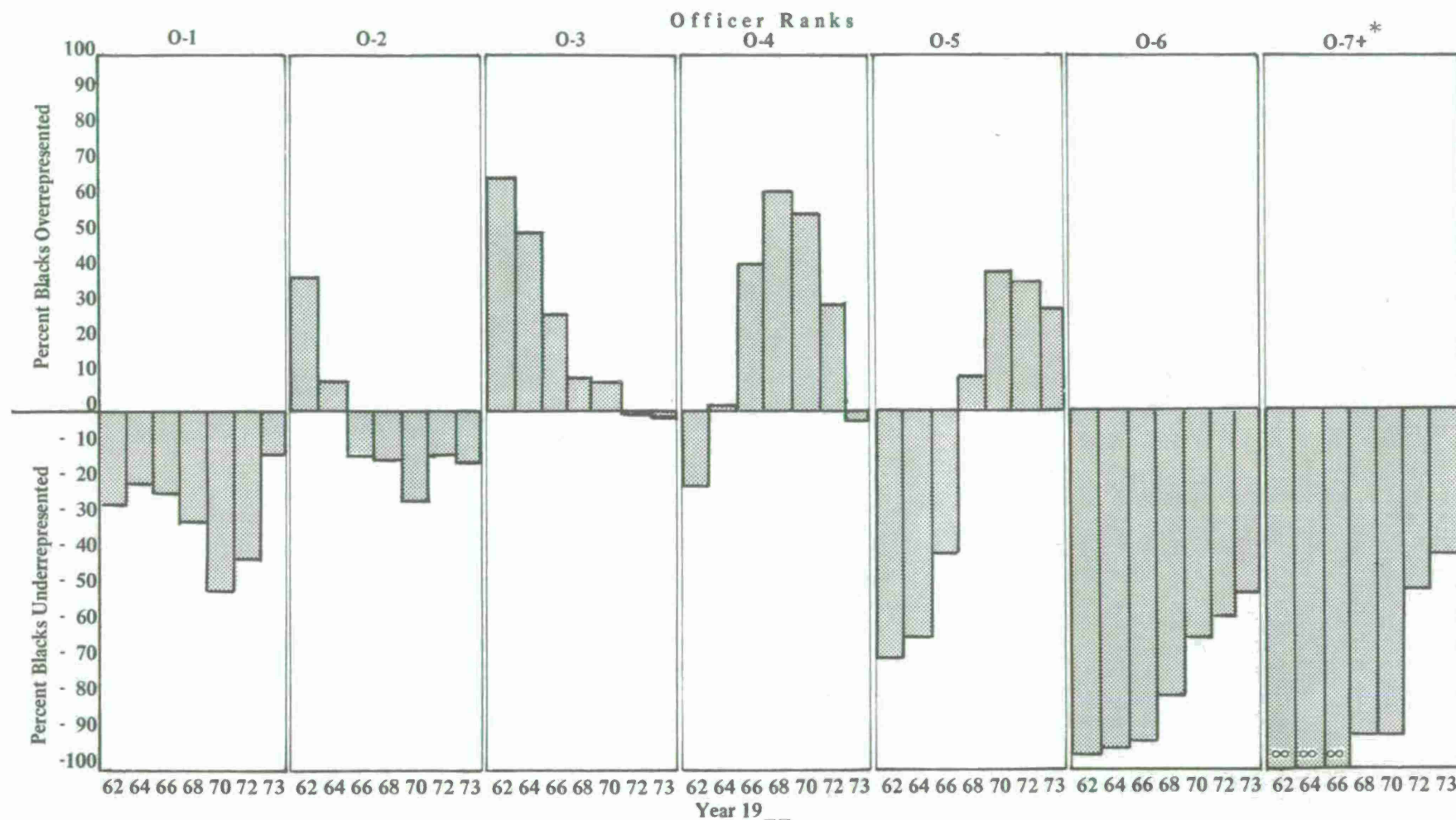
The enlisted grades are also consistent until 1972. It would appear that between 1970 and 1972 whatever factors had produced this consistency changed critically and established an entirely new pattern. At least two specific factors can be noted. First, there was a large difference between the rates at which whites and blacks left the Army between 1970 and 1973. White enlisted strength decreased 42 percent in this period, whereas black enlisted strength decreased only 8 percent. Second, black enlistment rates rose sharply during this same time period.

With respect to Regular Army commissions, the tendency for the underrepresentation of blacks continues.

Distribution of Personnel Across Ranks

Here, the concern is with the distribution of black officers and black enlisted personnel. Rank was considered a random variable with respect to skin color. This would mean that the expected percentage of blacks at any rank would be about equal to the overall percentage of officers who are black. Similarly, the expected percentage of blacks in any enlisted grade would be about equal to the percentage of black enlisted personnel. However, one could argue, and perhaps justifiably, that officer rank is not a random variable; to 1968, black officers were concentrated in the lower grades (O1-O3) and hence were not eligible for the higher grades. This concentration inflates the expected number used in computing the Representation Indexes, particularly for the higher grades, and results in larger indications of underrepresentation than may actually be the case for these ranks.

In Figure 3, the Representation Indexes for active duty commissioned officers are shown for each rank back to 1962. The indexes for each different rank are not independent for a given year in the sense that if blacks are underrepresented in some ranks, they are necessarily overrepresented in some others; this means that there is a certain amount of redundancy in the presentation. The overall pattern is one in which black officers tend to be underrepresented in the lower ranks, overrepresented in the middle ranks, and grossly underrepresented in the higher ranks. Over time, there is a fairly consistent trend toward reducing the magnitude of the Representation Indexes. By 1973, the differences from zero are quite small through the rank of O4. The higher ranks, while showing a substantial amount of discrimination, also show the greatest changes. At the rank of O5, underrepresentation of over 70% in the early sixties has given way to an overrepresentation of blacks by 27% in 1973. At the O6 and O7 levels, where there were virtually no black officers in the early sixties, a change to -53% and -41%, respectively, is shown by 1973. These trends show rather strong changes in the direction of reducing discrimination on this dimension.



∞ When actual number is zero, index is -100.

* Expected number, less than 50.

Figure 3. Representation Indexes for distribution of active duty officer personnel across ranks (B.1)

The comparable data for enlisted personnel are shown in Figure 4. The E1 grade has been omitted since promotion from E1 to E2 is automatic at the end of eight weeks of Basic Training. The general pattern is quite similar to the officer pattern; blacks are grossly underrepresented in the highest grades--E8 and E9. The under- or overrepresentation of blacks appears small for the lower grades, E2 to E4. Again, we see a tendency for the overrepresentation of blacks in the middle grades. It is almost as if there were two different grade structures--one for whites, the highest of which is E9, and one for blacks, the highest of which used to be E6 and has now become E7. Again, we see evidence of continuous change in the direction of lessening discrimination. By 1973, there was very little evidence of discrimination in grade distribution through the grade E7, although E8 and E9 grades were still relatively unoccupied by blacks.

Figures 3 and 4 show how the Representation Indexes for each rank have varied over time. One can also view the same data from the perspective of the Representation Indexes for all ranks for a given year. The data shown in Figures 3 and 4 are presented in this format in Figures 5 and 6, in which it is easier to see the year-to-year changes in the total pattern. In Figure 5, for example, one can clearly see the change in the overall pattern from 1962 to 1973. In 1962, the discrepancies for all ranks were relatively large compared with 1973. In this period discrimination on this dimension has clearly decreased. A similar pattern is seen in Figure 6 for enlisted grades.

Skin color and career progression are inversely related, but the relationship is decreasing over time.

Distribution of Personnel Across Occupational Specialties

The Army has many different jobs to which an individual can be assigned. The differences in job assignments are reflected by branch--e.g., Infantry, Artillery, Engineers--and further by the Military Occupational Specialty (MOS) assigned each individual. The Army has over 20 branches and over 400 Military Occupational Specialties. The Expected Percentage of blacks in all branches and all MOS is the same as the percentage of blacks in the Army. Although it might be useful to determine the Representation Indexes for each branch and each MOS, such data would be cumbersome to present. For the purposes of this study, a coarser grouping of job types is examined (Figures 7 and 8). Eight categories of occupational specialties for officer personnel and ten for enlisted personnel are provided from a Department of Defense statistical fact book.⁵ The Expected Percentages used are the percentages of black commissioned officer and black enlisted personnel in the Army.

⁵ U.S. Department of Defense, 1971, op. cit.

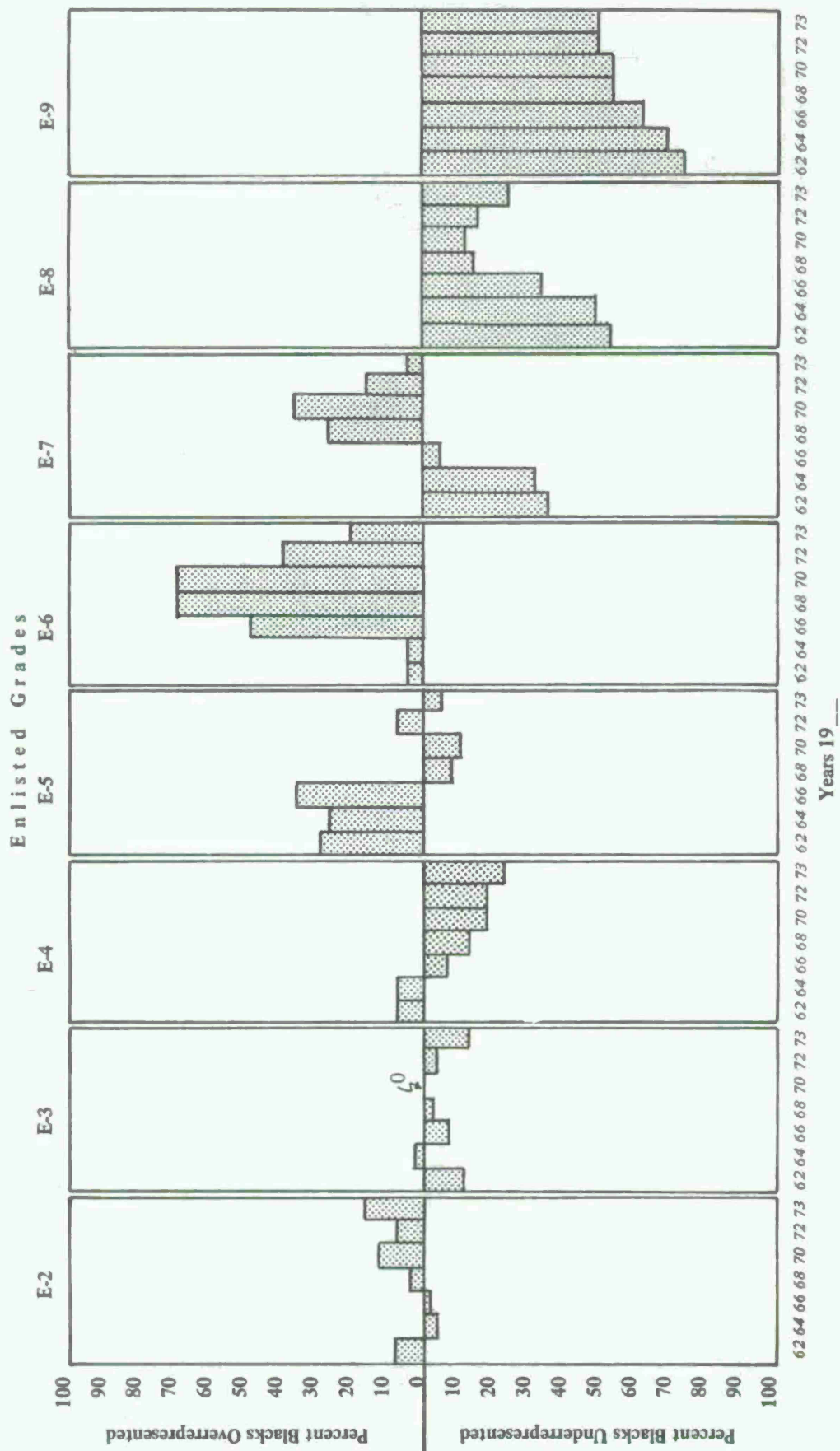


Figure 4. Representation Indexes for distribution of enlisted personnel across grades E2 through E9 (B.2)

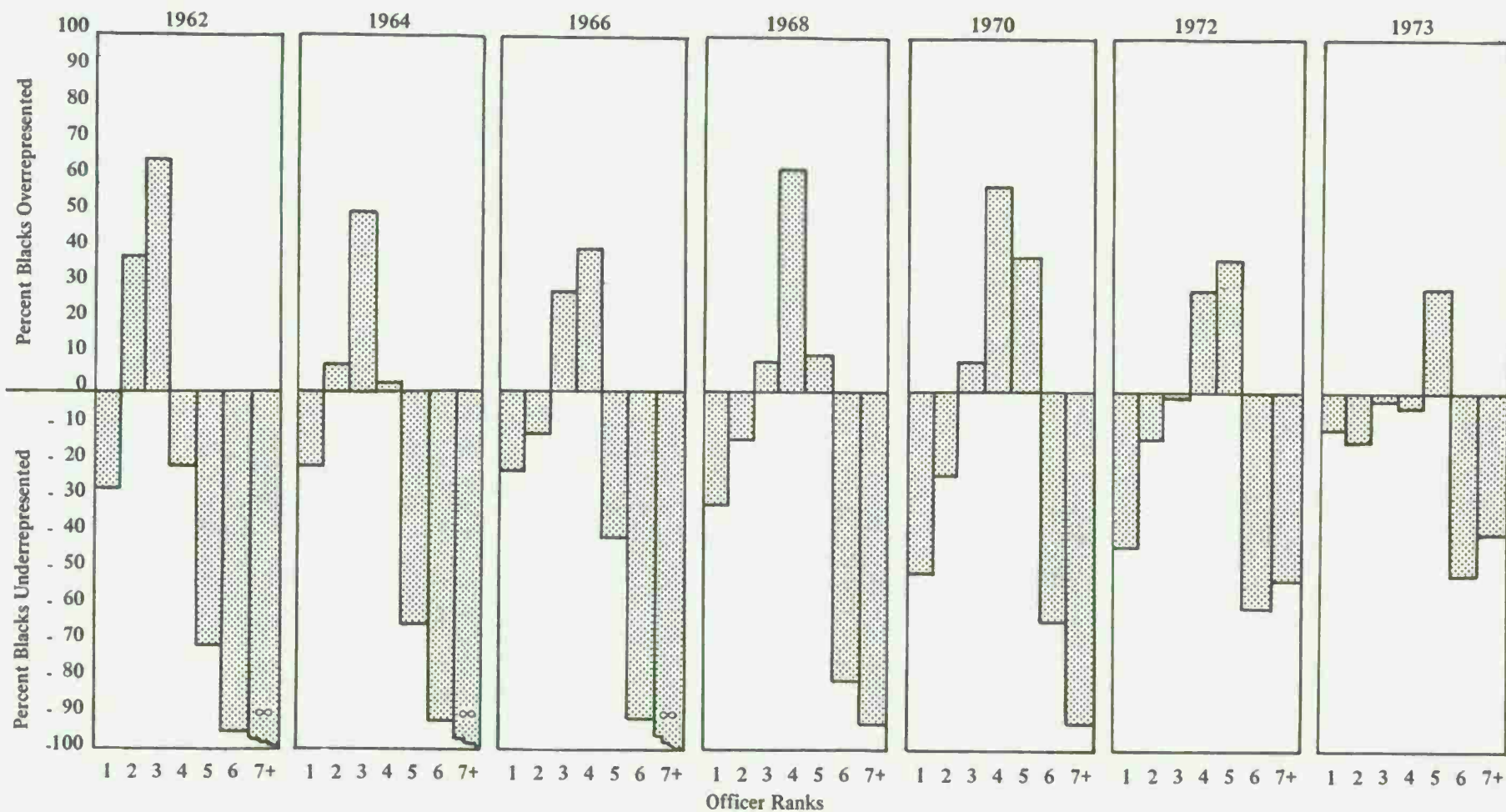


Figure 5. Representation Indexes for distribution of officer personnel across ranks (all ranks for each year-1962 through 1973)

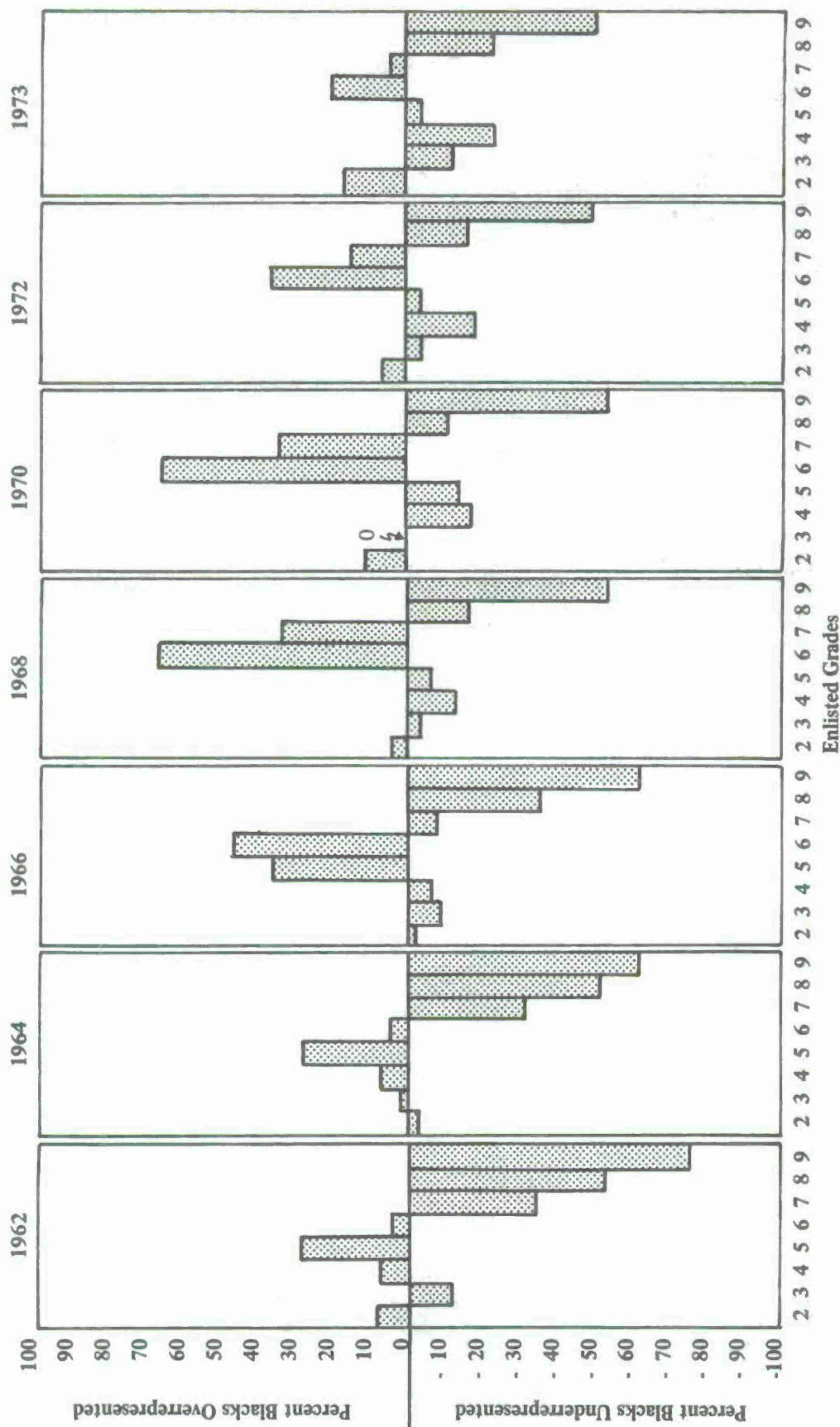


Figure 6. Representation Indexes for distribution of enlisted personnel across grades E2 through E9 (all grades for each year--1962 through 1973)

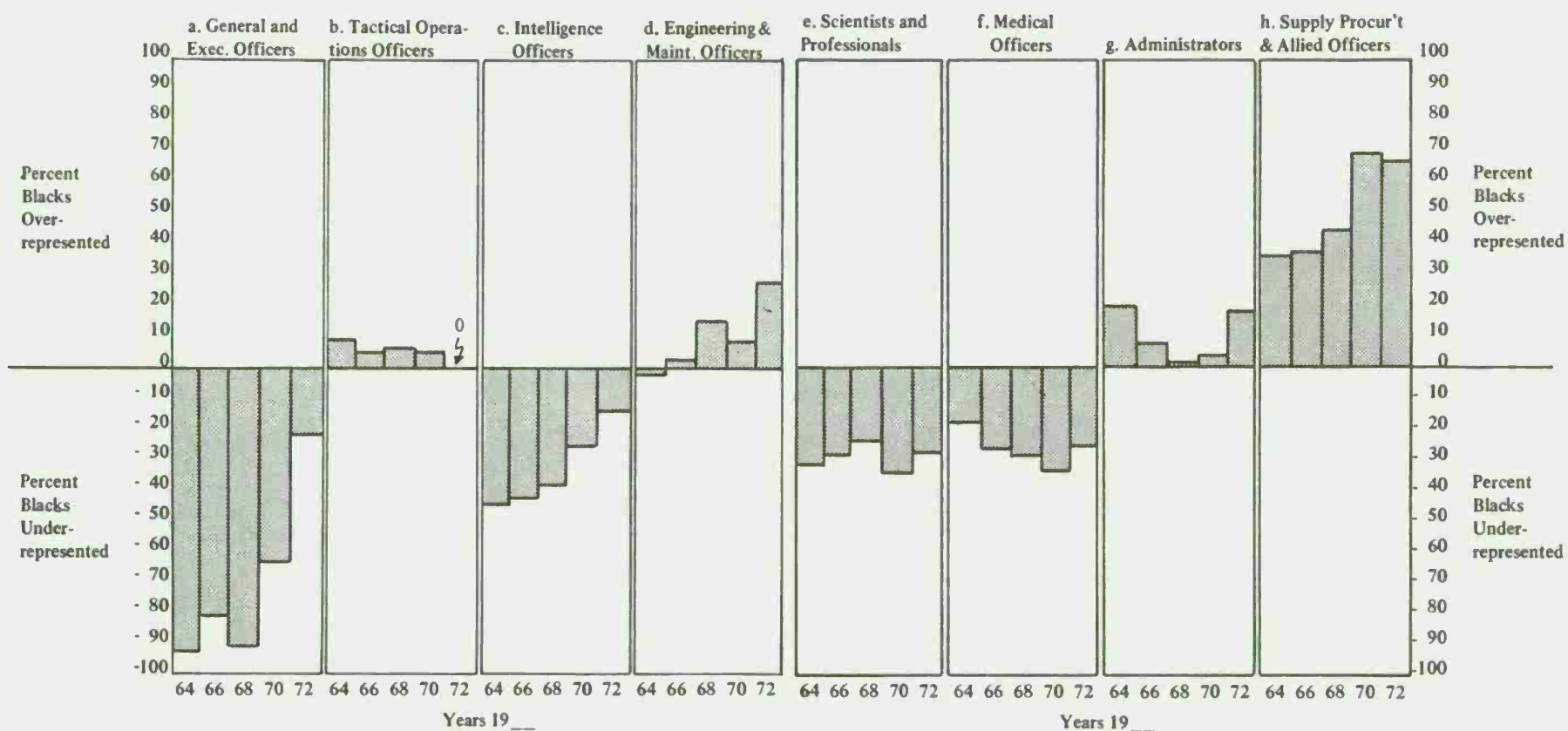


Figure 7. Representation Indexes for distribution of officers across occupational specialties (C.1)

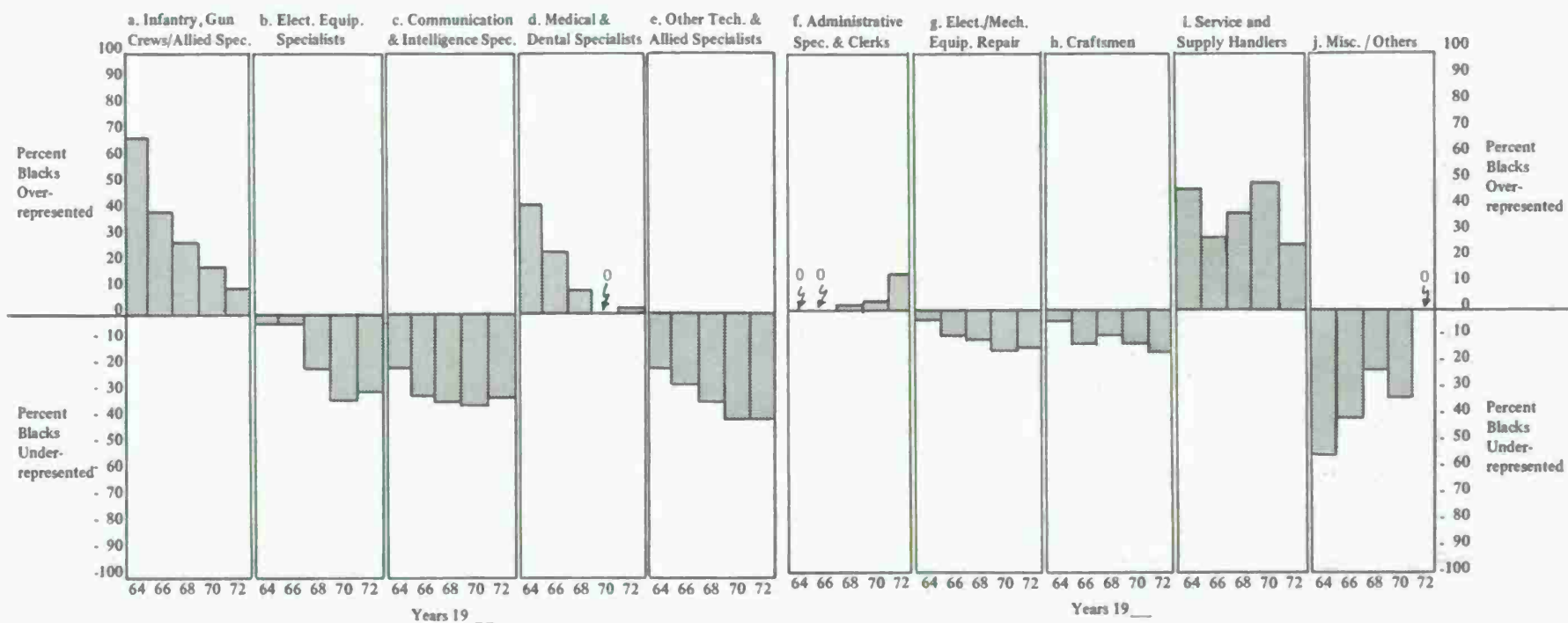


Figure 8. Representation Indexes for distribution of enlisted personnel across occupational specialties (C.2)

Figure 7 shows that black officers have always been underrepresented in four categories: General and Executive Officers, Intelligence Officers, Scientists and Professionals, and Medical Officers. On the other hand, they have always been overrepresented in: Supply, Procurement and Allied Officers; and Administrators. For Tactical Operations Officers and Engineering and Maintenance Officers, the over- or underrepresentation is less clearcut or consistent. The trends over time are less clearly patterned. Some of them show a trend toward zero, some show no change, and some, like Medical Officers, appear to show a trend away from zero.

Looking at the enlisted data in Figure 8, one sees a similar pattern. In that, there is clear indication that occupational specialty is related to skin color. In four of the ten categories, there has been a rather clear trend toward zero--e.g., for Infantry, Gun Crews/Allied Specialties, the percent of overrepresentation of blacks declined from a high of 64% in 1964 to only 10% in 1972. However, in the other six categories, the trend was toward greater discrimination.

Skin color is a factor clearly related to the kind of job one has in the Army, and while some changes are reducing this relationship, others are not. One point is that generalizations about institutional racial discrimination are difficult; a statement about institutional racial discrimination must be extremely specific about a particular dimension.

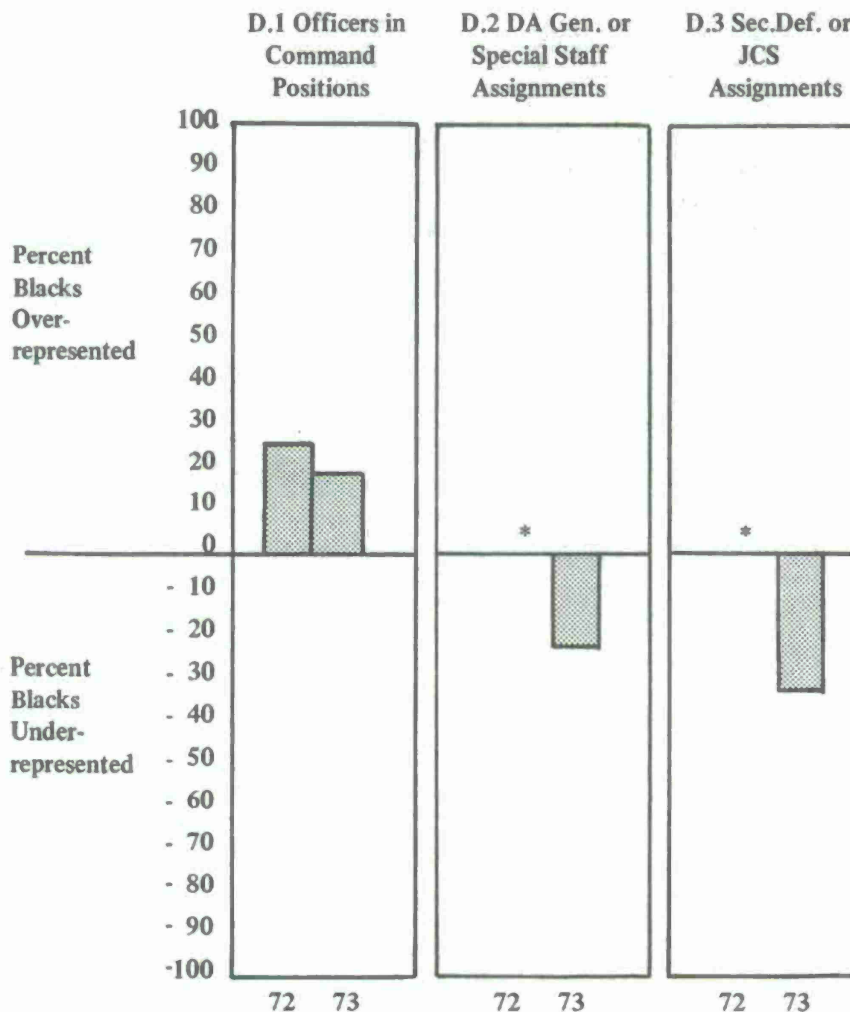
Types of Assignments

Assignments in the Army can vary in other ways than in occupational specialty, command versus staff assignment for example. Command experience has been required for further promotion for senior field grade officers. Staff assignments can vary in desirability, status, and prestige; the variations are usually associated with proximity to the center of authority. The importance of such variables for career progression is not formally recognized but is widely believed. In any case, there should be no difference in assignment with respect to skin color.

Not much data were available; data were obtained for officers in command, deputy command, or executive positions for two years, and data were found for two indicators regarding staff assignments for one year. These yield the Representation Indexes shown in Figure 9.

Somewhat surprisingly, in view of the underrepresentation of blacks in the General Officer category, for 1972 and 1973 blacks were slightly overrepresented in command positions. This means that although it was less likely for blacks than whites to have higher rank, those blacks who had higher rank were somewhat more likely than whites to have a command assignment. This may have occurred because in both 1972 and 1973 blacks were overrepresented at the O5 level (see Figure 3), with the consequence of an overrepresentation of blacks in command positions. These results also show a moderate tendency for blacks to be underrepresented in high status staff positions (D.2 and D.3 in Figure 9).

Data were insufficient to establish whether these indicators have been changing, and, if so, in what direction. Additional indicators should be defined in this area and examined over time.



* Data unobtainable.

Figure 9. Representation Indexes for type of assignment

School Eligibility and Selection

The shape and rate of progression of an Army career is highly influenced by the schools attended, especially in the higher ranks. The Senior Service Colleges prepare officers for positions of high responsibility with large units of the combined arms or with headquarters of the major commands as commanders or as staff officers. For Army officers, there are three major Senior Service Colleges: the Army War College, the National War College, and the Industrial College of the Armed Forces. The Army also sends token representation to the Senior Service Colleges of the other services and of several NATO countries.

Data were available on Army personnel for eligibility, nomination, and selection to the three major Senior Service Colleges. Data were not available for Command and General Staff College. The total numbers for each school individually are too small for meaningful indicators to be calculated, so figures for all colleges have been combined. Even so, the Expected Numbers for nomination and selection are below 50, and therefore, the indicators are relatively less stable from year to year. The indicators were:

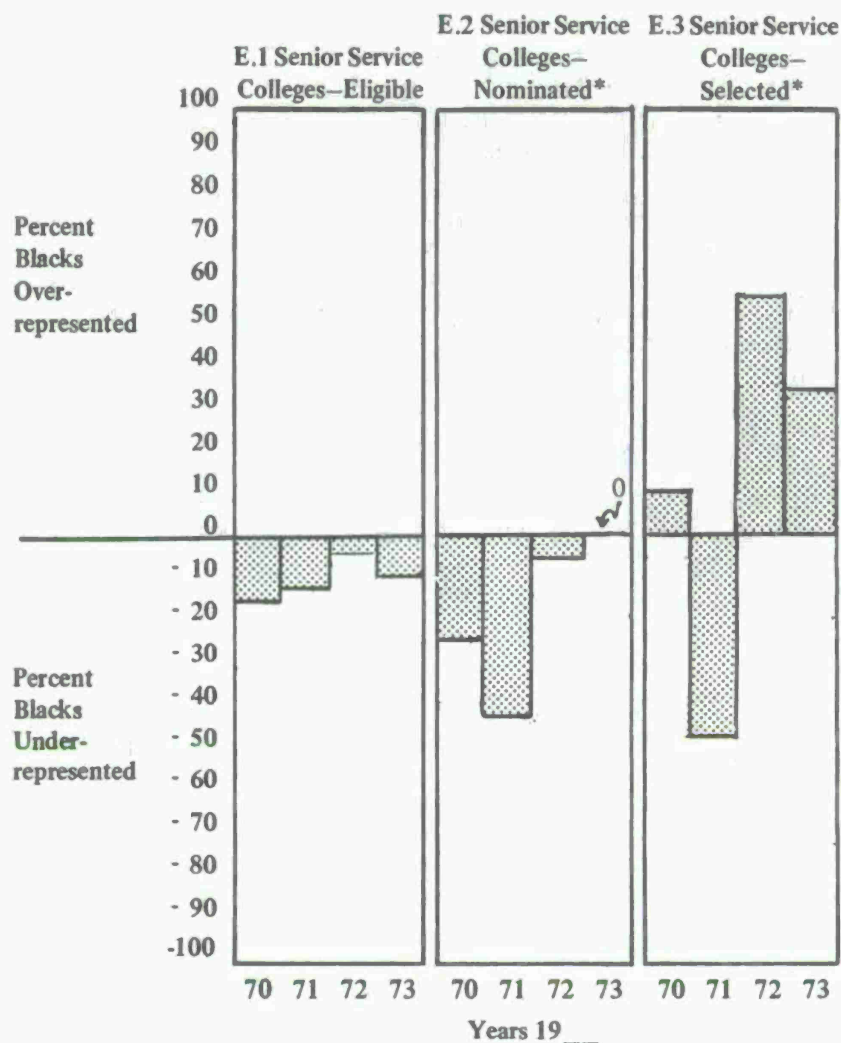
- E.1 Senior Service Colleges--officers eligible
- E.2 Senior Service Colleges--officers nominated
- E.3 Senior Service Colleges--officers selected

Eligibility means that the individual has met the eligibility requirements for the colleges. Nomination means he was recommended by his commander, and selection means he was one of those chosen out of the total group nominated to attend the college. In calculating the Expected Number of each indicator, the percent of blacks at the rank of O5 and O6 was used.⁶

Figure 10 shows some indicators on Senior Service College eligibility, nomination, and selection. Data by race prior to 1970 could not be found. Blacks were underrepresented among officers eligible and those nominated. By 1973, however, the indicators were essentially at zero. Of those nominated in 1971, black officers were underrepresented in that group which was finally selected. However, in all other years, despite underrepresentation among those nominated, blacks were overrepresented with respect to selection.

Overall, there are insufficient data on school eligibility and selections to draw strong conclusions. The data do suggest, however, that marked differences between whites and blacks occur on these dimensions, and such data should be recorded on these and other schools in the future to monitor the trends.

⁶ There is some error in using that percentage because an unknown number of senior O6s were not eligible.



* Expected Numbers less than 50

Figure 10. Representation Indexes for school eligibility and selection

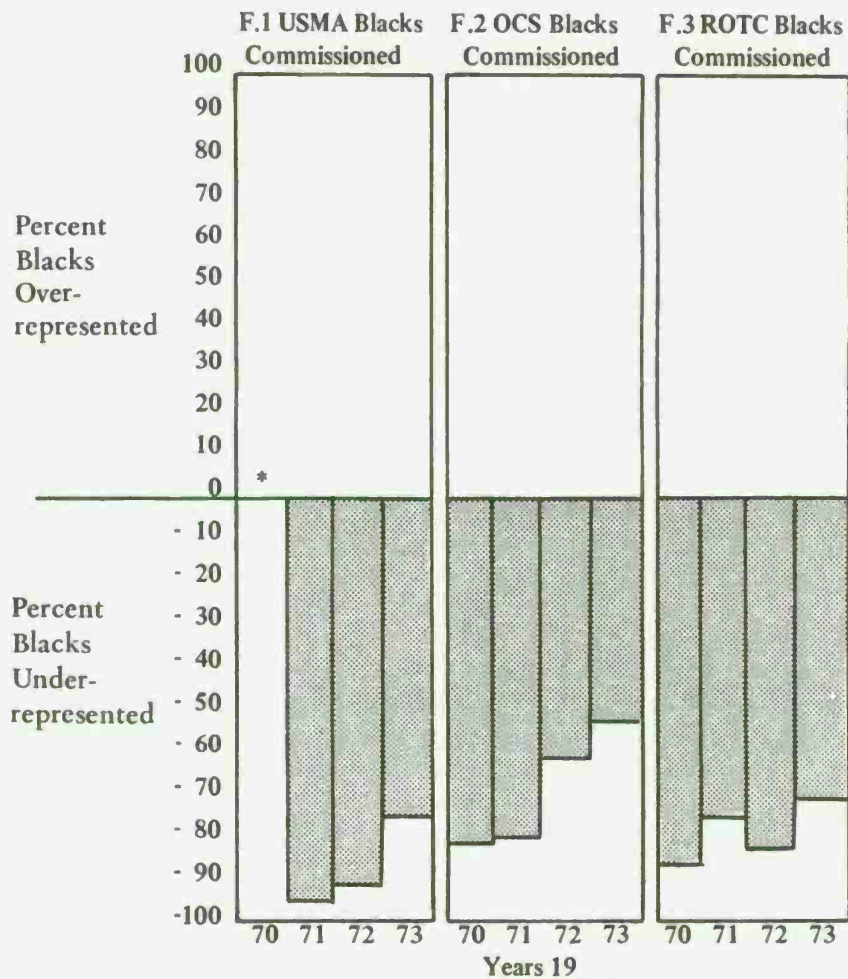
Racial Composition of Accessions and Reenlistments

The racial composition of the Army is determined, over the long run, by the racial composition of accessions, reenlistments, and separations. Most officer personnel enter the Army in one of three ways, these are examined by the first three indicators in this area:

- F.1 Officers commissioned from the U.S. Military Academy (USMA)
- F.2 Officers commissioned from Officer Candidate School (OCS)
- F.3 Officers commissioned from Reserve Officers' Training Corps (ROTC)

There is some question here about what should be used as the Expected Percentage. OCS draws some proportion of its students from the NCO ranks, but since all three draw primarily on the civilian population for their candidates or cadets, the percentage of blacks in the population was used as the Expected Percentage.

Figure 11 compares indicators for those three sources of officers since 1970. High discrimination is evidenced by the consistently high underrepresentation of blacks. The U.S. Military Academy and Officers Candidate School show steadily decreasing Representation Indexes since 1970, although ROTC is not as consistent.



• Data unobtained

Figure 11. Representation Indexes for racial composition of accessions and reenlistments--Officer accessions

Data were located for seven appropriate indicators for enlisted personnel:

F.4 Personnel recruited

F.5a Army of the U.S. (AUS) eligible to reenlist

F.5b First-term Regular Army (RA) eligible to reenlist

F.5c Career eligible to reenlist

F.6a AUS reenlisted

F.6b First-term RA reenlisted

F.6c Career reenlisted

The first indicator shows the representation of blacks in the total number of enlisted recruits; the percentage of blacks in the total population is used as the Expected Percentage. In Figure 12, one sees the rapidly increasing overrepresentation of blacks in enlisted recruits; the Representation Index rises from -3% in 1970 to +87% in 1973. The fact that the input into enlisted grades is becoming increasingly black while blacks continue to be grossly underrepresented in officer accessions can hardly help but produce problems.

Figure 12 also shows reenlistment first in terms of those eligible to reenlist, and then that proportion of those eligible who actually reenlisted. Indicators are presented separately for three categories of personnel: draftees (AUS), those completing their first Regular Army term (first-term RA), and those completing two or more Regular Army terms (career). For each of the three eligibility indicators, the Expected Percentage used is the percentage of blacks in that category (e.g., for F.5a AUS, Eligible to Reenlist, the percentage of draftees eligible to reenlist who are black is used). For each of the three actual reenlistment indicators, the Expected Percentage used was the percentage of blacks in that category who were eligible to reenlist.

Except for black careerists in 1970 and 1971, blacks were underrepresented in all eligibility categories. Whatever factors were operating resulted in the decreased likelihood of blacks being eligible to reenlist. However, for those who were eligible, blacks reenlisted at a much higher rate than whites.

Indicators for accessions and reenlistment show sharply evidenced differences between what happens to whites and blacks.

Racial Composition of Separations

The other side of the coin from accessions is separations. Here one can also look at the type of discharge: (1) honorable, (2) general, (3) undesirable, (4) bad conduct, and (5) dishonorable.

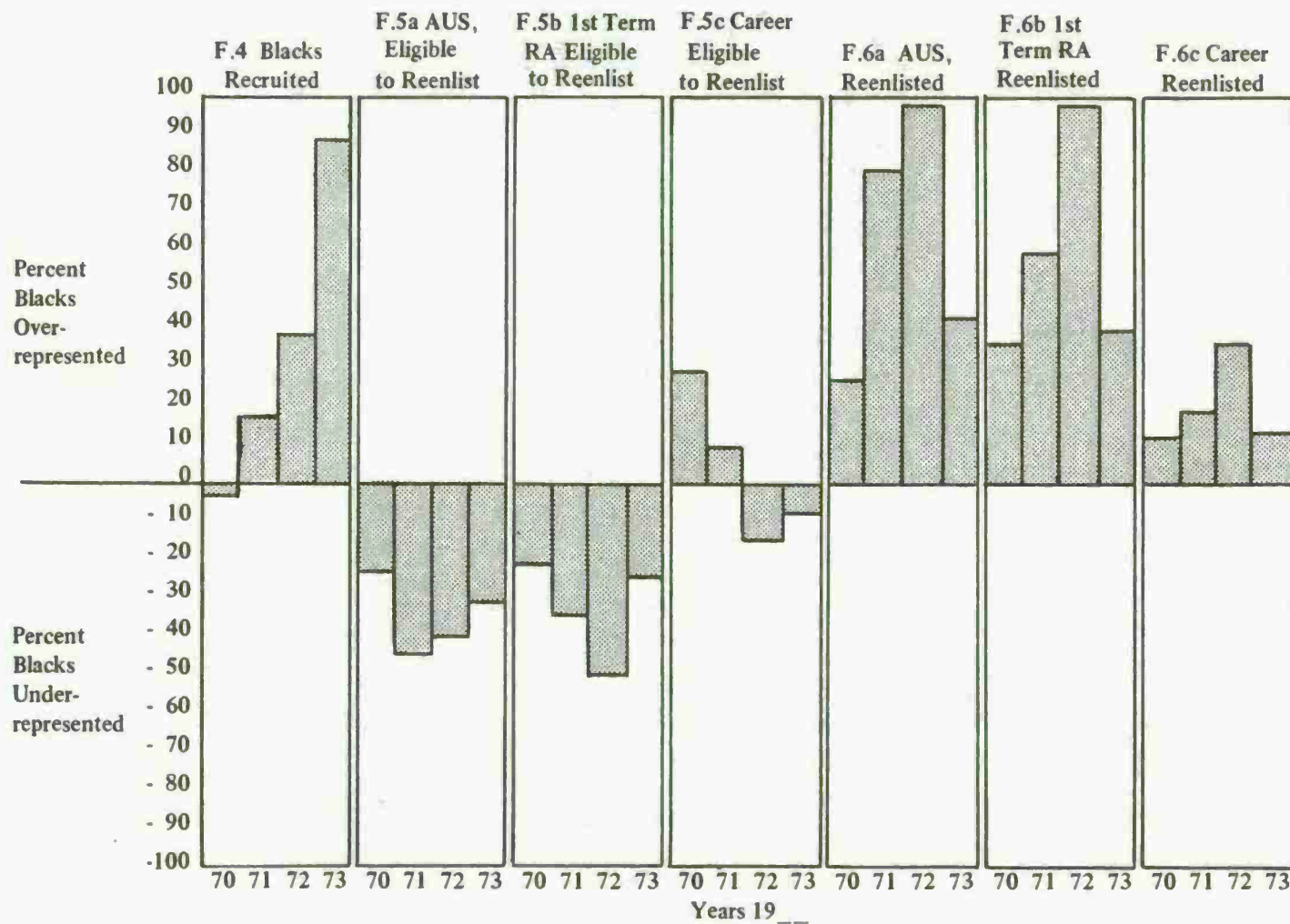


Figure 12. Representation Indexes for racial composition of accessions and reenlistment--
Enlisted recruitment and reenlistment

Either honorable or general discharges entitle an individual to full veterans' rights and benefits; undesirable and bad conduct discharges reduce these benefits, and dishonorably discharged personnel are usually not entitled to them. A general discharge is a separation under honorable conditions of an individual whose military record is not quite good enough to warrant an honorable discharge. An undesirable discharge is an administrative separation from the service which may be issued for unfitness, misconduct, homosexuality, or security reasons. A bad conduct discharge will only be given following an approved sentence of a general or special court-martial. A dishonorable discharge will only be given following an approved sentence of a general court-martial. Since separation data on officers by type of discharge and race were not available, only enlisted data are shown.

A total of six indicators were identified in this area:

- G.1 Total separations--enlisted
- G.2 Honorable discharge
- G.3 General discharge
- G.4 Undesirable discharge
- G.5 Bad conduct discharge
- G.6 Dishonorable discharge

For total separations, under the assumption that race is not related to separation from the Army, the Expected Percentage used is the percentage of black enlisted in the Army. For the other indicators, under the assumption that the race is not related to type of separation, the Expected Percentage used in all five cases is the percentage of total separations which are black.

The Representation Indexes for these six dimensions are shown in Figure 13 for the years 1970 through 1973. In terms of total separations, blacks were underrepresented, meaning that a greater proportion of whites left the Army than blacks. Comparison of types of discharge shows that blacks were slightly underrepresented in the honorable discharge category. From there on, as the negative character and severity of the type of discharge become apparent, the extent to which blacks were overrepresented becomes greater. This means that while proportionally fewer blacks left the Army, those who left had a greater likelihood of being less than honorably discharged than whites. It should be noted that the total number of general and undesirable discharges has decreased substantially from 1970 to 1973 (Appendix A, G.2 and G.3). The proportions of bad conduct and dishonorable discharges for blacks, however, have risen steadily since 1970 (Figure 13). The dishonorable category, in 1973 in particular, shows blacks 158% overrepresented. These data on types of separations undoubtedly relate to criminal justice data, for which we obtained insufficient data to include as a major area of study. However, it was possible to calculate Representation Indexes for 1972 and 1973 for the population in confinement and correctional treatment facilities. That these were +110% and +83%, respectively, shows that blacks are much

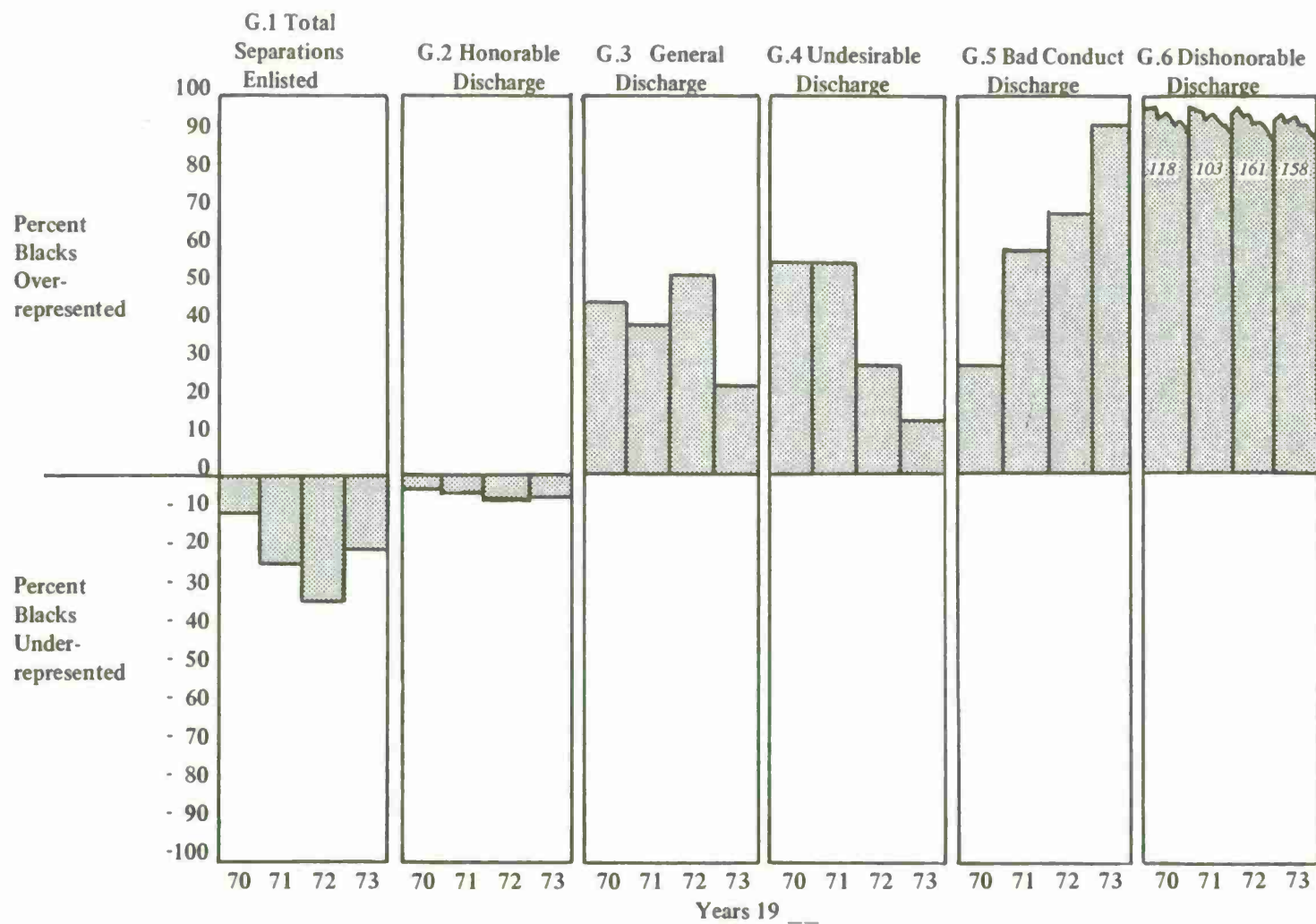


Figure 13. Representation Indexes for enlisted separations

more likely than whites to have been punished by the military justice system. There is a strong relationship between skin color and type of discharge.

A Comparison of Representation Indexes

So far, we have considered data on particular indicators or groups of indicators as they have changed over time. It is also useful to look at all indicators for a given point in time. In Figure 14 the total set of indexes is shown for the end of 1973, to provide a sense of the relative magnitude of the different dimensions. The magnitude of the indicators varies considerably. Such an array summarizes the overall state of institutional racial discrimination in the Army at a particular time. It also suggests a program agenda for the future, if total program success is seen as all indicators zero.

The largest discrepancies do not necessarily indicate the areas where change is most needed, however. To judge relative importance of a dimension, information on at least three other factors must be combined with the Representation Index:

1. How many people are adversely affected by discrimination on this dimension?
2. What is the relative seriousness of discrimination on this dimension to the people affected?
3. To what extent are the factors which are the sources of discrimination on this dimension under the control of the Army?

For example, discrimination in promotions affects everybody; this area is one of the most important for blacks;⁷ and the Army has control over many of the factors which affect promotions. By contrast, discrimination in selection for Sergeants Major Academy affects comparatively fewer people and is not an area which has been identified in previous studies as a particularly important source of frustration by blacks. It is probably less important than discrimination in promotions.

Blacks and whites were generally different with respect to number of months to attain present rank, in that black promotion lagged behind white promotion (Figure 15). It is possible that differences in education or intelligence might have been responsible for some of these results. A separate analysis examined promotion time for blacks and whites with education and AFQT score variables held constant. The

⁷ Nordlie, Peter G., and Thomas, James A. Black and white perceptions of the Army's Equal Opportunity and Treatment programs. ARI Technical Paper 252. May 1974. (NTIS No. AD 919 587)

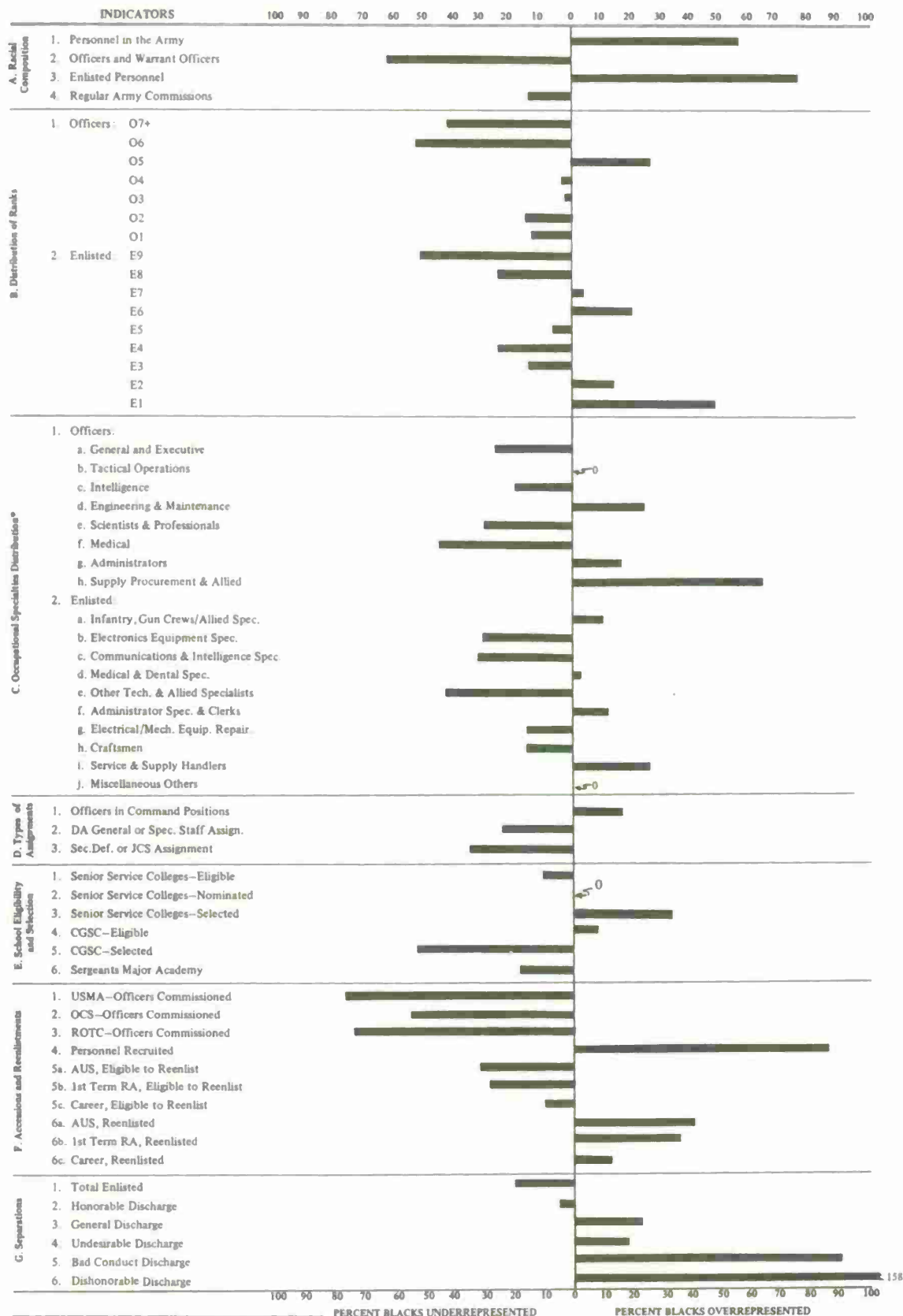


Figure 14. Representation Indexes for the Army--1973

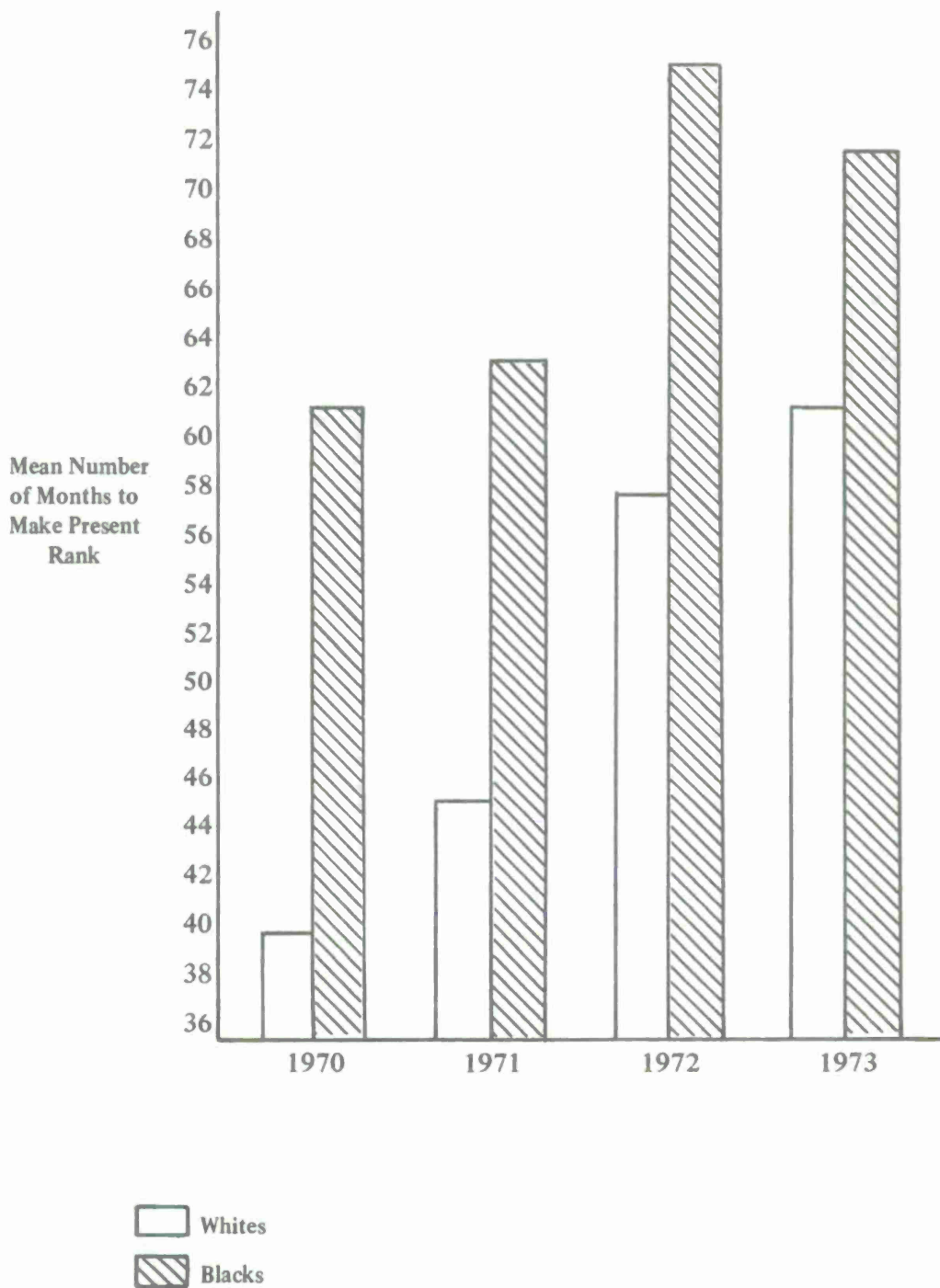


Figure 15. Mean number of months to make present rank for blacks and whites (E4, E5, E6, E7, E8, E9 combined).

results, as far as could be determined with the current available records, indicated that the promotion time difference was not a function of education level or AFQT score.

Comparison with Other Services

It was possible to obtain sufficient data to compare the Army with the other three military services on two indicators. Figure 16 compares the distribution of enlisted personnel across the ranks E2 through E9 among the four services in 1972, and shows that discrimination on this dimension was greater in the other three services at that time than in the Army. In the Navy and the Marine Corps, blacks were underrepresented at every level above E2. The Air Force pattern indicated less discrimination than in the Navy and Marine Corps but more than in the Army. Figure 17 shows a somewhat similar pattern for officers. Black officers tended to be even more underrepresented at higher ranks and overrepresented at the lower ranks, except in the Army, where the underrepresentation is less at the higher ranks and the overrepresentation occurs at the middle but not at the lower ranks.

The interpretation of the data in Figures 16 and 17 would be greatly facilitated if one could examine the indicators over time. For example, Figure 17 does not indicate whether the Navy and Marine Corps are unusually successful in recruiting black junior officers or whether it is difficult for a black to be other than a junior officer in these services. Examining these indicators over a number of years would provide the answer.

The two graphs provide a minimum comparative context for the Army data. Although the data have demonstrated racial discrimination in the Army, the Army was already clearly ahead of the other services in reducing discrimination in 1972.

DISCUSSION AND CONCLUSIONS

This study may be the first detailed quantitative diagnostic examination by a major organization of its own institutional racial discrimination.

General Patterns of Institutional Racial Discrimination in the Army

General patterns in the data appeared with a high order of consistency. With only a few exceptions, blacks tended to be underrepresented on more desirable dimensions and overrepresented on less desirable dimensions. The racial composition of the Army has been clearly becoming increasingly black at the enlisted level with little change in the total black officer component.

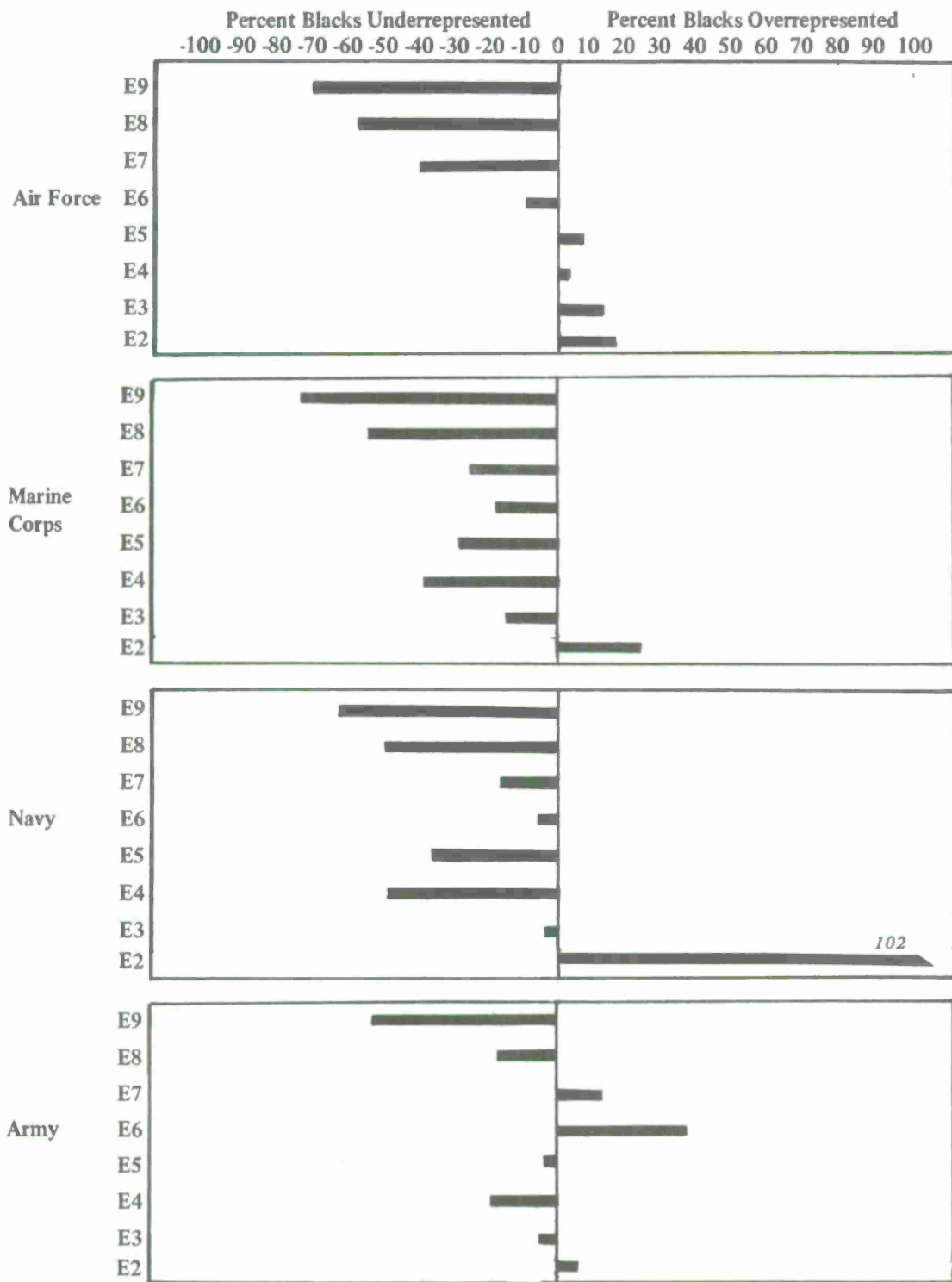
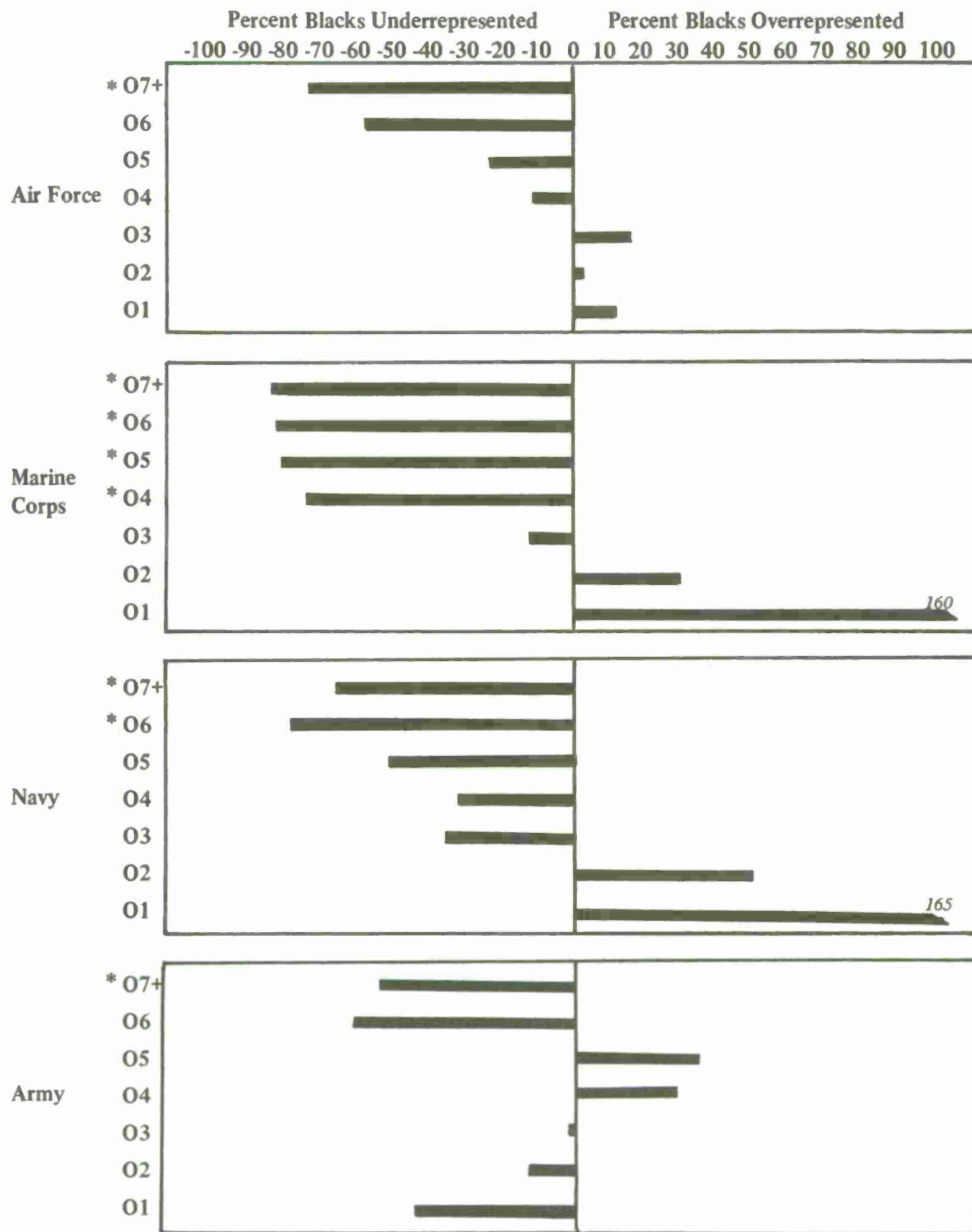


Figure 16. Comparison of Representation Indexes for enlisted grades (E2-E9) for the four services for 1972



* Expected Number less than 50

Figure 17. Comparison of Representation Indexes for officer ranks for the four services for 1972

In terms of the distribution of blacks across ranks at both the enlisted and officer levels in 1973, it is clear that blacks were becoming distributed more equitably. The tendency for blacks to occupy the lower ranks disproportionately to the higher ranks was still present, but far less than it had been in the Army and still was in the other services. For enlisted personnel, by 1973 blacks were distributed very close to expected number in all grades from E2 through E7. Blacks were still underrepresented at the E8 and E9 levels, but the trend was clearly toward decreasing underrepresentation. For officers, the underrepresentation at the O1 and O2 levels showed a declining input of black officers into the Army, but that underrepresentation was still fairly small. At the O3 and O4 levels, expected and actual numbers were almost equal by 1973. Overall, there was little evidence of discrimination in rank distribution in 1973 at levels O1 through O5. As with the highest two enlisted grades, much greater underrepresentation of blacks appeared at the highest ranks of O6 and above, but the trend was in the direction of less discrimination.

In terms of occupational specialties there appeared to be a clear association of type of job and skin color, generally in the expected directions; blacks tended to be underrepresented in the higher status, more technical jobs and overrepresented in the others, both for enlisted and officer personnel. One exception to the overall pattern was the overrepresentation of blacks in command positions.

Whatever determined eligibility and nomination to Senior Service Colleges appeared to work to the disadvantage of blacks. However, this disadvantage was not evident in selection to the colleges, and by 1973 there was little evidence of discrimination.

In officer accessions, all three major sources--U.S. Military Academy, Reserve Officers' Training Corps, and Officer Candidate School--fell far short in attracting blacks from the civilian population in proportion to their numbers. At the enlisted level, black recruitment has shot upward relative to white recruitment. Blacks were less likely to be eligible to reenlist than whites, but those who were eligible reenlisted at a much higher rate than eligible whites.

In examining enlisted separations, blacks were underrepresented among those separating and among those with honorable discharges. As the severity and undesirable nature of the less than honorable discharges increased, the overrepresentation of blacks having those discharges also increased.

Clearly, color of skin was still highly related to what happened to persons in the Army. Institutional discrimination was still occurring to some extent in the Army on almost all of the indicators used.

Where data were available for prior years, with few exceptions, overall tendencies toward reducing institutional racial discrimination appeared on almost all dimensions. The major exception to this trend was on type of discharge.

Some kinds of changes can only take effect over time, particularly distribution of rank. Years must elapse after the first black became an O7 before there could be a black O9.

Overall, there is considerable evidence for substantial changes toward decreased discrimination. It is not possible to judge from the indicators over time whether or how these changes are related to the introduction of Race Relations and Equal Opportunity programs in the early 1970's. Most of the data on change tends to show slow, gradual change since 1962 and no particularly sharp impact in the early 1970's. However, many dimensions such as school eligibility and selection for which no early data exist are believed to have changed dramatically since 1969.

A separate analysis examined the effects of education and AFQT score on time to promotion. Whites and blacks differed markedly on time to promotion; whites generally required fewer months than blacks to make present rank. Differences in education and AFQT score did not account for this difference, as far as could be determined with available records.

Use of Results

Misunderstandings should be guarded against with respect to the meaning of Expected Number and with respect to the role of intention and responsibility for institutional racial discrimination.

Expected Number does not mean quota, and it does not mean that quantity which is correct or desired. It simply refers to the number which would result if factors associated with skin color were not operating. It is essentially a reference point.

The Representation Indexes provide information about what has happened, not what was intended to happen, to whites and blacks in the Army. They say or imply nothing about whether the Army intended to differentiate between blacks and whites or was responsible for such differences.

In summary, this study has broken new ground in the development of measures of institutional racial discrimination. Although many questions remain unanswered, the system of measures appears to be a useful tool in diagnosing institutional discrimination. The system of measures might profitably be adopted and implemented by the Department of the Army to monitor changes in institutional racial discrimination in the Army. Appendix B describes the total system as suggested for implementation, including additional dimensions essential to obtaining a fully comprehensive overview of institutional discrimination. Research should also be initiated to develop systems for measuring changes in institutional racial discrimination occurring in lower Army organizational echelons. Indicator data derived from this study might be included in race relations education and training programs. Use of such data in training programs might increase the understanding of institutional racial discrimination among whites and enhance the credibility of the Army among minorities.

APPENDIXES

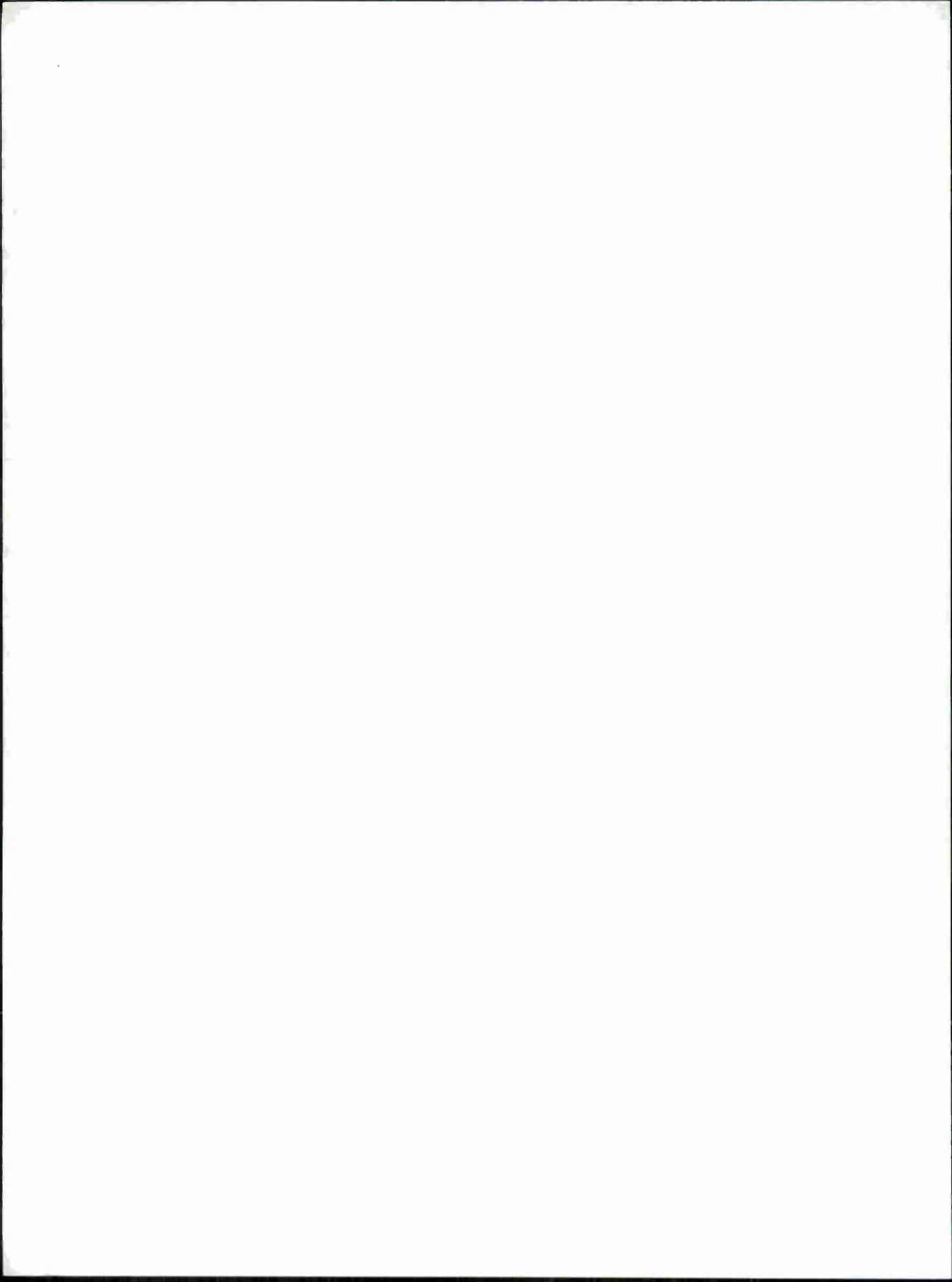
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B. A System for Tracking Changes in Institutional Racial Discrimination Over Time	59

APPENDIX A

DATA AND CALCULATIONS FOR EACH REPRESENTATION INDEX

In this appendix are all the data and sources of data used in this report. Section I: Primary Data provides the actual data used in the calculation of each Representation Index. Each table presented is keyed to the designation of the Indexes in the report. For example, the first table, A.1 Personnel in the Army, is the source of the bar diagrams presented in the first box in Figure 2 which is also labeled A.1.

In each table in this appendix, below the columns headed Expected Percentage, Base Population, and Actual Number, a source designation code refers to the particular source of that data as listed in Section II: List of Data Sources.



SECTION I: PRIMARY DATA

A.1 PERSONNEL IN THE ARMY

Base Population is: Total personnel in the Army

Expected Percentage is: Percentage of blacks in U.S. population

Year	Expected		Expected Number	Actual Number	Representation	
	Percentage	Base Population			Index	
1962	10.6	950,132	100,714	106,962	+ 6	
1964	10.8	1,079,981	116,638	117,719	+ 1	
1966	10.9	1,402,727	152,897	163,050	+ 7	
1968	11.0	1,459,491	160,544	167,599	+ 4	
1970	11.1	1,229,707	136,497	149,318	+ 9	
1972	11.2	858,341	96,134	129,805	+35	
1973	11.2	777,779	87,111	137,641	+58	
Source	a	b1, d1		b1, d1		

A.2 OFFICERS AND WARRANT OFFICERS

Base Population is: Total officers and warrant officers in the Army

Expected Percentage is: Percentage of blacks in U.S. population

Year	Expected		Expected Number	Actual Number	Representation	
	Percentage	Base Population			Index	
1962	10.6	107,685	11,414	3,509	-69	
1964	10.8	115,283	12,450	3,824	-69	
1966	10.9	123,361	13,447	4,437	-67	
1968	11.0	170,141	18,715	5,675	-70	
1970	11.1	160,295	17,792	5,392	-70	
1972	11.2	119,387	13,371	4,722	-65	
1973	11.2	107,527	12,047	4,595	-62	
Source	a	b2, d1		b2, d1		

A.3 ENLISTED PERSONNEL

Base Population is: Total enlisted personnel in the Army

Expected Percentage is: Percentage of blacks in U.S. population

Year	Expected		Expected Number	Actual Number	Representation	
	Percentage	Base Population			Index	
1962	10.6	842,447	89,300	103,453	+16	
1964	10.8	963,698	104,079	113,895	+ 9	
1966	10.9	1,276,366	139,124	158,613	+14	
1968	11.0	1,289,350	141,829	161,924	+14	
1970	11.1	1,069,420	118,706	143,926	+21	
1972	11.2	738,954	82,762	129,805	+57	
1973	11.2	670,252	75,202	133,046	+77	
Source	a	b3, d1		b3, d1		

A.4 REGULAR ARMY COMMISSIONS

Base Population is: Total officers with RA commissions*

Expected Percentage is: Percentage of black officers

Year	Expected		Expected Number	Actual Number	Representation
	Percentage	Base Population			Index
1970	3.4	45,103	1,534	1,384	-10
1972	3.9	48,008	1,872	1,650	-12
1973	4.2	48,163	2,023	1,747	-14
Source	b, d	e		e	

B.1 OFFICERS: O7+

Base Population is: Total O7+

Expected Percentage is: Percentage of Army Commissioned Officers who are black

Year	Expected		Expected Number	Actual Number	Representation
	Percentage	Base Population			Index
1962	3.2	495	16	0	-
1964	3.4	509	17	0	-
1966	3.7	518	19	0	-
1968	3.4	520	18	1	-94
1970	3.4	512	17	1	-94
1972	3.9	508	19	9	-53
1973	4.2	488	21	12	-41
Source	b2, d1	b2, d1		b2, d1	

B.1 OFFICERS: O6

Base Population is: Total O6

Expected Percentage is: Percentage of Army Commissioned Officers who are black

Year	Expected		Expected Number	Actual Number	Representation
	Percentage	Base Population			Index
1962	3.2	5,127	164	6	-96
1964	3.4	5,203	177	10	-94
1966	3.7	5,616	208	16	-92
1968	3.4	6,357	216	42	-81
1970	3.4	6,023	205	71	-65
1972	3.9	5,595	218	86	-61
1973	4.2	5,218	219	102	-53
Source	b2, d1	b2, d1		b2, d1	

B.1 OFFICERS: O5

Base Population is: Total O5

Expected Percentage is: Percentage of Army Commissioned Officers who are black

Year	Expected		Expected Number	Actual Number	Representation
	Percentage	Base Population			Index
1962	3.2	12,309	394	117	-70
1964	3.4	12,552	427	141	-67
1966	3.7	14,273	528	301	-43
1968	3.4	16,541	562	620	+10
1970	3.4	14,610	497	684	+38
1972	3.9	12,324	481	650	+35
1973	4.2	11,888	499	632	+27
Source	b2, d1	b2, d1		b2, d1	

*Officers, from this point forward, refers only to active duty commissioned officers.

B.1 OFFICERS: O4

Base Population is: Total O4

Expected Percentage is: Percentage of Army Commissioned Officers who are black

Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation Index
1962	3.2	17,100	547	424	-23
1964	3.4	17,770	604	618	+ 2
1966	3.7	19,512	722	1,012	+40
1968	3.4	23,749	807	1,302	+61
1970	3.4	22,831	776	1,193	+54
1972	3.9	20,004	780	1,008	+29
1973	4.2	18,167	763	932	- 3
Source	b2, d1	b2, d1		b2, d1	

B.1 OFFICERS: O3

Base Population is: Total O3

Expected Percentage is: Percentage of Army Commissioned Officers who are black

Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation Index
1962	3.2	29,397	941	1,532	+63
1964	3.4	31,902	1,085	1,627	+50
1966	3.7	34,153	1,264	1,582	+25
1968	3.4	35,740	1,215	1,322	+ 9
1970	3.4	44,468	1,512	1,628	+ 8
1972	3.9	38,894	1,517	1,500	- 1
1973	4.2	31,211	1,311	1,283	- 2
Source	b2, d1	b2, d1		b2, d1	

B.1 OFFICERS: O2

Base Population is: Total O2

Expected Percentage is: Percentage of Army Commissioned Officers who are black

Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation Index
1962	3.2	14,978	479	650	+36
1964	3.4	16,240	552	589	+ 7
1966	3.7	18,105	670	580	-13
1968	3.4	39,099	1,329	1,129	-15
1970	3.4	29,879	1,016	734	-28
1972	3.9	15,305	597	519	-13
1973	4.2	13,541	569	478	-16
Source	b2, d1	b2, d1		b2, d1	

B.1 OFFICERS: O1

Base Population is: Total O1

Expected Percentage is: Percentage of Army Commissioned Officers who are black

Year	Expected	Base Population	Expected Number	Actual Number	Representation
	Percentage				Index
1962	3.2	18,559	594	421	-29
1964	3.4	20,357	698	541	-23
1966	3.7	20,848	771	570	-26
1968	3.4	26,374	897	616	-31
1970	3.4	20,180	686	332	-52
1972	3.9	11,274	440	247	-44
1973	4.2	12,476	524	459	-13
Source	b2, d1	b2, d1		b2, d1	

B.2 ENLISTED: E9

Base Population is: Total E9

Expected Percentage is: Percentage of Army Enlisted Personnel who are black

Year	Expected	Base Population	Expected Number	Actual Number	Representation
	Percentage				Index
1962	12.3	2,664	328	76	-77
1964	11.8	4,127	487	138	-72
1966	12.4	5,107	633	225	-64
1968	12.6	5,392	679	297	-56
1970	13.5	4,779	645	288	-56
1972	17.5	4,105	718	354	-51
1973*	19.8	3,994	791	386	-51
Source	b3, d1	b3, d1		b3, d1	

B.2 ENLISTED: E8

Base Population is: Total E8

Expected Percentage is: Percentage of Army Enlisted Personnel who are black

Year	Expected	Base Population	Expected Number	Actual Number	Representation
	Percentage				Index
1962	12.3	10,601	1,304	586	-55
1964	11.8	12,878	1,520	746	-51
1966	12.4	16,382	2,277	1,435	-37
1968	12.6	17,638	2,222	1,869	-16
1970	13.5	16,958	2,289	2,011	-12
1972	17.5	13,438	2,352	1,942	-17
1973	19.8	12,802	2,535	1,917	-24
Source	b3, d1	b3, d1		b3, d1	

*Percentage of black enlisted for 1973 was recalculated, using the figures given for total enlisted and black enlisted in source b3.

B.2 ENLISTED: E7

Base Population is: Total E7

Expected Percentage is: Percentage of Army Enlisted Personnel who are black

Year	Expected	Base Population	Expected Number	Actual Number	Representation
	Percentage				Index
1962	12.3	40,461	4,977	3,143	-37
1964	11.8	39,854	4,703	3,136	-33
1966	12.4	49,413	6,127	5,669	- 7
1968	12.6	56,082	7,066	8,780	+24
1970	13.5	62,081	8,381	11,094	+32
1972	17.5	50,318	8,806	10,021	+14
1973	19.8	46,561	9,219	9,502	+ 3
Source	b3, d1	b3, d1		b3, d1	

B.2 ENLISTED: E6

Base Population is: Total E6

Expected Percentage is: Percentage of Army Enlisted Personnel who are black

Year	Expected	Base Population	Expected Number	Actual Number	Representation
	Percentage				Index
1962	12.3	82,673	10,169	10,496	+ 3
1964	11.8	93,227	11,001	11,355	+ 3
1966	12.4	99,763	12,371	18,095	+46
1968	12.6	108,426	13,662	22,335	+63
1970	13.5	98,497	13,297	21,674	+63
1972	17.5	81,449	14,254	19,508	+37
1973	19.8	74,067	14,665	17,539	+20
Source	b3, d1	b3, d1		b3, d1	

B.2 ENLISTED: E5

Base Population is: Total E5

Expected Percentage is: Percentage of Army Enlisted Personnel who are black

Year	Expected	Base Population	Expected Number	Actual Number	Representation
	Percentage				Index
1962	12.3	139,278	17,131	21,892	+28
1964	11.8	168,778	19,916	25,034	+26
1966	12.4	164,395	20,385	27,474	+34
1968	12.6	210,948	26,579	24,563	- 8
1970	13.5	187,045	25,251	21,262	-16
1972	17.5	119,172	20,855	20,148	- 3
1973	19.8	96,037	19,015	17,874	- 6
Source	b3, d1	b3, d1		b3, d1	

B.2 ENLISTED: E4

Base Population is: Total E4

Expected Percentage is: Percentage of Army Enlisted Personnel who are black

Year	Expected	Base Population	Expected Number	Actual Number	Representation
	Percentage				Index
1962	12.3	162,258	19,958	21,133	+ 6
1964	11.8	194,187	22,914	24,203	+ 6
1966	12.4	278,548	34,540	32,912	- 5
1968	12.6	354,107	44,617	39,373	-12
1970	13.5	316,515	42,730	34,594	-19
1972	17.5	174,645	30,563	24,670	-19
1973	19.8	135,411	26,811	20,268	-24
Source	b3, d1	b3, d1		b3, d1	

B.2 ENLISTED: E3

Base Population is: Total E3

Expected Percentage is: Percentage of Army Enlisted Personnel who are black

Year	Expected	Base Population	Expected Number	Actual Number	Representation
	Percentage				Index
1962	12.3	248,933	30,619	26,835	- 12
1964	11.8	279,977	33,037	33,414	+ 1
1966	12.4	246,494	30,565	28,111	- 8
1968	12.6	216,525	27,282	26,813	- 2
1970	13.5	156,294	21,100	21,043	0
1972	17.5	86,493	15,136	14,498	- 4
1973	19.8	124,121	24,576	21,055	-14
Source	b3, d1	b3, d1		b3, d1	

B.2 ENLISTED: E2

Base Population is: Total E2

Expected Percentage is: Percentage of Army Enlisted Personnel who are black

Year	Expected	Base Population	Expected Number	Actual Number	Representation
	Percentage				Index
1962	12.3	81,549	10,031	10,836	+ 8
1964	11.8	94,959	11,205	10,977	- 2
1966	12.4	172,622	21,405	21,240	- 1
1968	12.6	151,426	19,080	19,705	+ 3
1970	13.5	99,463	13,428	14,957	+11
1972	17.5	101,185	17,707	18,772	+ 6
1973	19.8	112,353	22,246	25,363	+14
Source	b3, d1	b3, d1		b3, d1	

B.2 ENLISTED: E1

Base Population is: Total E1

Expected Percentage is: Percentage of Army Enlisted Personnel who are black

Year	Expected	Base Population	Expected Number	Actual Number	Representation
	Percentage				Index
1962	12.3	74,030	9,106	8,456	- 7
1964	11.8	76,711	9,052	4,892	-46
1966	12.4	243,642	30,212	23,452	-22
1968	12.6	163,726	20,629	17,541	-15
1970	13.5	127,784	17,251	17,003	- 1
1972	17.5	107,806	18,866	19,841	+ 5
1973	19.8	64,906	12,851	19,142	+49
Source	b3, d1	b3, d1		b3, d1	

C.1.a OFFICERS: GENERAL AND EXECUTIVE

Base Population is: Total of O7 and above

Expected Percentage is: Percentage of Army Commissioned Officers who are black

Year	Expected	Base Population	Expected Number	Actual Number	Representation
	Percentage				Index
1964	3.4	814	28	2	- 93
1966	3.7	812	30	5	- 83
1968	3.4	744	25	2	- 92
1970	3.4	721	25	8	- 67
1972	3.9	682	27	20	- 25
Source	b2, d1	b4, c1		b4, c1	

C.1.b OFFICERS: TACTICAL OPERATIONS

Base Population is: Total Tactical Operations Officers

Expected Percentage is: Percentage of Army Commissioned Officers who are black

Year	Expected	Base Population	Expected Number	Actual Number	Representation
	Percentage				Index
1964	3.4	47,294	1,608	1,737	+8
1966	3.7	51,868	1,919	1,970	+3
1968	3.4	72,336	2,459	2,564	+4
1970	3.4	67,631	2,299	2,376	+3
1972	3.9	48,897	1,907	1,907	0
Source	b2, d1	b4, c1		b4, c1	

C.1.c OFFICERS: INTELLIGENCE

Base Population is: Total Intelligence Officer

Expected Percentage is: Percentage of Army Commissioned Officers who are black

Year	Expected	Base Population	Expected Number	Actual Number	Representation
	Percentage				Index
1964	3.4	4,315	147	76	- 48
1966	3.7	4,967	184	100	- 46
1968	3.4	6,527	222	134	- 40
1970	3.4	7,183	244	177	- 28
1972	3.9	4,854	189	155	- 18
Source	b2, d1	b4, c1		b4, c1	

C.1.d OFFICERS: ENGINEERING AND MAINTENANCE

Base Population is: Total Engineering & Maintenance Officers

Expected Percentage is: Percentage of Army Commissioned Officers who are black

Year	Expected	Base Population	Expected Number	Actual Number	Representation
	Percentage				Index
1964	3.4	11,600	394	387	- 2
1966	3.7	13,584	503	513	+2
1968	3.4	17,850	607	682	+12
1970	3.4	13,509	459	498	+8
1972	3.9	11,152	435	541	+24
Source	b2, d1	b4, c1		b4, c1	

C.1.e OFFICERS: SCIENTISTS AND PROFESSIONALS

Base Population is: Total Scientists and Professionals

Expected Percentage is: Percentage of Army Commissioned Officers who are black

Year	Expected	Base Population	Expected Number	Actual Number	Representation
	Percentage				Index
1964	3.4	3,745	127	87	- 32
1966	3.7	4,144	153	107	- 30
1968	3.4	5,030	171	128	- 25
1970	3.4	5,129	174	114	- 35
1972	3.9	4,563	178	126	- 29
Source	b2, d1	b4, c1		b4, c1	

C.1.f OFFICERS: MEDICAL

Base Population is: Total Medical Officers

Expected Percentage is: Percentage of Army Commissioned Officers who are black

Year	Expected	Base Population	Expected Number	Actual Number	Representation
	Percentage				Index
1964	3.4	11,214	381	310	- 19
1966	3.7	14,763	546	387	- 29
1968	3.4	15,459	526	366	- 30
1970	3.4	14,923	507	325	- 36
1972	3.9	13,374	522	294	- 44
Source	b2, d1	b4, c1		b4, c1	

C.1.g OFFICERS: ADMINISTRATORS

Base Population is: Total Administrators

Expected Percentage is: Percentage of Army Commissioned Officers who are black

Year	Expected	Base Population	Expected Number	Actual Number	Representation
	Percentage				Index
1964	3.4	11,982	407	486	+19
1966	3.7	13,532	501	530	+6
1968	3.4	18,552	631	639	+1
1970	3.4	16,744	569	579	+2
1972	3.9	11,711	457	533	+17
Source	b2, d1	b4, c1		b4, c1	

C.1.h OFFICERS: SUPPLY PROCUREMENT AND ALLIED

Base Population is: Total Supply, Procurement and Allied Officers

Expected Percentage is: Percentage of Army Commissioned Officers who are black

Year	Expected	Base Population	Expected Number	Actual Number	Representation
	Percentage				Index
1964	3.4	8,004	272	367	+35
1966	3.7	7,975	295	400	+36
1968	3.4	9,863	335	476	+42
1970	3.4	6,753	230	384	+67
1972	3.9	5,903	230	377	+64
Source	b2, d1	b4, c1		b4, c1	

C.2.a ENLISTED: INFANTRY, GUN CREWS/ALLIED SPECIALISTS

Base Population: Total Enlisted Infantry, Gun Crews/Allied Specialists

Expected Percentage is: Percentage of Army Enlisted Personnel who are black

Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation Index
1964	11.8	187,777	22,157	36,292	+64
1966	12.4	230,904	28,632	39,649	+38
1968	12.6	277,600	34,978	43,657	+25
1970	13.5	216,782	29,266	33,948	+16
1972	17.5	142,082	24,864	27,241	+10
Source	b3, d1	b5, c2		b5, c2	

C.2.b ENLISTED: ELECTRONICS EQUIPMENT SPECIALISTS

Base Population is: Total Enlisted Electronics Equipment Specialists

Expected Percentage is: Percentage of Army Enlisted Personnel who are black

Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation Index
1964	11.8	60,257	7,110	6,759	- 4
1966	12.4	66,586	8,257	7,848	- 4
1968	12.6	78,273	9,862	7,529	- 24
1970	13.5	49,074	6,625	4,452	- 33
1972	17.5	35,629	6,235	4,368	- 30
Source	b3, d1	b5, c2		b5, c2	

C.2.c ENLISTED: COMMUNICATIONS AND INTELLIGENCE SPECIALISTS

Base Population is: Total Enlisted Communications and Intelligence Specialists

Expected Percentage is: Percentage of Army Enlisted Personnel who are black

Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation Index
1964	11.8	60,780	7,172	5,607	- 22
1966	12.4	83,463	10,349	7,157	- 31
1968	12.6	86,676	10,921	7,350	- 33
1970	13.5	70,357	9,498	6,246	- 34
1972	17.5	47,042	8,232	5,631	- 32
Source	b3, d1	b5, c2		b5, c2	

C.2.d ENLISTED: MEDICAL AND DENTAL SPECIALISTS

Base Population is: Total Enlisted Medical and Dental Specialists

Expected Percentage is: Percentage of Army Enlisted Personnel who are black

Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation Index
1964	11.8	43,019	5,076	7,133	+41
1966	12.4	53,436	6,626	8,085	+22
1968	12.6	49,856	6,282	6,757	+8
1970	13.5	50,992	6,884	6,884	0
1972	17.5	34,500	6,038	6,166	+2
Source	b3, d1	b5, c2		b5, c2	

C.2.e ENLISTED: OTHER TECHNICAL AND ALLIED SPECIALISTS

Base Population is: Total Enlisted Other Technical and Allied Specialists

Expected Percentage is: Percentage of Army Enlisted Personnel who are black

Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation Index
1964	11.8	20,108	2,373	1,884	- 21
1966	12.4	22,930	2,843	2,012	- 29
1968	12.6	23,792	2,998	1,911	- 36
1970	13.5	21,016	2,837	1,622	- 43
1972	17.5	12,582	2,202	1,266	- 43
Source	b3, d1	b5, c2		b5, c2	

C.2.f ENLISTED: ADMINISTRATIVE SPECIALISTS AND CLERKS

Base Population is: Total Enlisted Administrative Specialists and Clerks

Expected Percentage is: Percentage of Army Enlisted Personnel who are black

Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation Index
1964	11.8	148,644	17,540	17,469	0
1966	12.4	199,526	24,741	24,858	0
1968	12.6	214,901	27,078	27,540	+2
1970	13.5	191,761	25,888	26,560	+3
1972	17.5	129,144	22,600	25,231	+12
Source	b3, d1	b5, c2		b5, c2	

C.2.g ENLISTED: ELECTRICAL/MECHANICAL EQUIPMENT REPAIRMEN

Base Population is: Total Electrical/Mechanical Equipment Repairmen

Expected Percentage is: Percentage of Army Enlisted Personnel who are black

Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation Index
1964	11.8	114,224	13,478	12,935	- 4
1966	12.4	160,710	19,928	17,382	- 11
1968	12.6	176,491	22,238	19,573	- 12
1970	13.5	144,606	19,522	16,121	- 17
1972	17.5	95,622	16,734	14,123	- 16
Source	b3, d1	b5, c2		b5, c2	

C.2.h ENLISTED: CRAFTSMEN

Base Population is: Total Craftsmen

Expected Percentage is: Percentage of Army Enlisted Personnel who are black

Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation Index
1964	11.8	29,137	3,438	3,262	- 5
1966	12.4	44,318	5,495	4,797	- 13
1968	12.6	44,212	5,571	5,001	- 10
1970	13.5	35,296	4,765	4,138	- 13
1972	17.5	19,415	3,398	2,842	- 16
Source	b3, d1	b5, c2		b5, c2	

C.2.i ENLISTED: SERVICE AND SUPPLY HANDLERS

Base Population is: Total Service and Supply Handlers

Expected Percentage is: Percentage of Army Enlisted Personnel who are black

Year	Expected		Expected Number	Actual Number	Representation	
	Percentage	Base Population			Index	
1964	11.8	109,227	12,889	18,656	+45	
1966	12.4	147,442	18,283	23,640	+29	
1968	12.6	138,275	17,423	23,698	+36	
1970	13.5	121,741	16,435	24,267	+48	
1972	17.5	82,823	14,494	18,306	+26	
Source	b3, d1	b5, c2		b5, c2		

C.2.j ENLISTED: MISCELLANEOUS OTHERS

Base Population is: Total Miscellaneous Others

Expected Percentage is: Percentage of Army Enlisted Personnel who are black

Year	Expected		Expected Number	Actual Number	Representation	
	Percentage	Base Population			Index	
1964	11.8	75,383	8,895	3,773	- 58	
1966	12.4	11,209	1,390	786	- 43	
1968	12.6	1,942	245	191	- 22	
1970	13.5	10,186	1,375	884	- 36	
1972	17.5	140,145	24,525	24,631	0	
Source	b3, d1	b5, c2		b5, c2		

* D.1 COMMANDERS

Base Population is: Total Commanders

Expected Percentage is: Percentage of Army Officers, Grades O5, O6, O8-O10, who are black

Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation Index
1972	4.1	1,296	53	64	--
1973	4.3	1,228	53	61	--
Source	d1	d2, g		d2, g	

* D.1 DEPUTY COMMANDERS AND EXECUTIVE OFFICERS

Base Population is: Total Deputy Commanders and Executive Officers

Expected Percentage is: Percentage of Army Officers, Grades O4, O5, O7, O9, who are black

Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation Index
1972	5.1	1,238	63	80	--
1973	5.2	1,229	63	75	--
Source	d1	d2, g		d2, g	

* NOTE: The Expected Numbers and the Actual Numbers in the above two tables were combined to produce the table below.

D.1 OFFICERS IN COMMAND POSITIONS

Base Population is: See above

Expected Percentage is: See above

Year	Expected Number	Actual Number	Representation Index
1972	116	144	+23
1973	116	136	+17

D.2 DA GENERAL OR SPECIAL STAFF ASSIGNMENTS

Base Population is: Total Officers in DA General or Special Staff Assignments

Expected Percentage is: Percentage of Army Commissioned Officers who are black

Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation Index
1973	4.2	2,011	85	65	-23
Source	d1	d3		d3	

D.3 SECRETARY OF DEFENSE OR JCS ASSIGNMENTS

Base Population is: Total Officers in Sec. Def. or JCS Assignments

Expected Percentage is: Percentage of Army Commissioned Officers who are black

Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation Index
1973	4.2	503	21	14	-34
Source	d1	d3		d3	

E.1 SENIOR SERVICE COLLEGES—ELIGIBLE

Base Population is: Total Eligible

Expected Percentage is: Percentage of Army Officers, Grades O5 and O6, who are black

Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation
					Index
1970	3.7	7,434	275	228	- 17
1971	3.7	7,289	270	233	- 14
1972	4.1	6,556	269	260	- 3
1973	4.3	6,621	285	256	- 10
Source	d1	d4, f		d4, f	

E.2 SENIOR SERVICE COLLEGES—NOMINATED

Base Population is: Total Nominated

Expected Percentage is: Percentage of Army Officers, Grades O5 and O6, who are black

Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation
					Index
1970	3.7	1,071	40	29	- 27
1971	3.7	1,119	41	22	- 46
1972	4.1	1,130	46	43	- 7
1973	4.3	1,087	47	47	0
Source	d1	d4		d4	

E.3 SENIOR SERVICE COLLEGES—SELECTED

Base Population is: Total Selected

Expected Percentage is: Percentage of Army Officers, Grades O5 and O6, who are black

Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation
					Index
1970	3.7	278	10	11	+10
1971	3.7	269	10	5	- 50
1972	4.1	279	11	17	+55
1973	4.3	288	12	16	+33
Source	d1	d4		d4	

F.1 U.S. MILITARY ACADEMY—OFFICERS COMMISSIONED

Base Population is: Total USMA Graduates

Expected Percentage is: Percentage of blacks in U.S. population

Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation
					Index
1971	11.1	729	81	3	- 96
1972	11.2	822	91	7	- 92
1973	11.2	944	106	24	- 77
Source	a	d5		d5	

F.2 OFFICERS CANDIDATE SCHOOL—OFFICERS COMMISSIONED

Base Population is: Total OCS Graduates

Expected Percentage is: Percentage of blacks in U.S. population

Year	Expected	Base Population	Expected Number	Actual Number	Representation
	Percentage				Index
1970	11.1	8,233	914	175	- 81
1971	11.1	2,595	288	58	- 80
1972	11.2	1,075	120	45	- 63
1973	11.2	944	106	47	- 56
Source	a	d5		d5	

F.3 RESERVE OFFICERS TRAINING COURSE—OFFICERS COMMISSIONED

Base Population is: Total ROTC Graduates

Expected Percentage is: Percentage of blacks in U.S. population

Year	Expected	Base Population	Expected Number	Actual Number	Representation
	Percentage				Index
1970	11.1	13,307	1,477	173	- 88
1971	11.1	10,482	1,163	252	- 78
1972	11.2	5,445	610	107	- 82
1973	11.2	5,257	589	152	- 74
Source	a	d5		d5	

F.4 PERSONNEL RECRUITED (NON-PRIOR SERVICE ACCESSIONS)

Base Population is: Total Non-Prior-Service accessions

Expected Percentage is: Percentage of blacks in U.S. population

Fiscal Year	Expected	Base Population	Expected Number	Actual Number	Representation
	Percentage				Index
1970	11.0	171,555	19,043	18,528	- 3
1971	11.1	152,434	16,920	18,902	+12
1972	11.1	154,459	17,144	23,478	+37
1973	11.2	170,413	19,086	35,616	+87
Source	a	j		j	

F.5a AUS, ELIGIBLE TO REENLIST

Base Population is: Total AUS, eligible to reenlist

Expected Percentage is: Percentage of Army Enlisted Personnel who are black

Fiscal Year	Expected	Base Population	Expected Number	Actual Number	Representation
	Percentage				Index
1970	13.5	218,281	29,468	21,853	- 26
1971	15.6	152,863	23,846	12,739	- 47
1972	17.5	132,416	23,173	13,491	- 42
1973	19.8	45,504	9,010	6,210	- 31
Source	d1	d6		d6	

F.5b 1st TERM REGULAR ARMY, ELIGIBLE TO REENLIST

Base Population is: Total 1st Term RA, eligible to reenlist

Expected Percentage is: Percentage of Army Enlisted Personnel who are black

Fiscal Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation
					Index
1970	13.5	155,186	20,950	16,107	- 23
1971	15.6	143,498	22,385	13,894	- 38
1972	17.5	141,031	24,680	12,242	- 50
1973	19.8	52,319	10,359	7,481	- 28
Source	d1	d6		d6	

F.5c CAREER ELIGIBLE TO REENLIST

Base Population is: Total Career, eligible to reenlist

Expected Percentage is: Percentage of Army Enlisted Personnel who are black

Fiscal Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation
					Index
1970	13.5	63,115	8,521	10,778	+26
1971	15.6	78,899	12,464	13,407	+8
1972	17.5	62,097	10,867	9,001	- 17
1973	19.8	49,133	9,728	8,840	- 9
Source	d1	d6		d6	

F.6a AUS, REENLISTED

Base Population is: Total AUS, reenlisted

Expected Percentage is: Percentage of AUS eligible to reenlist who are black

Fiscal Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation
					Index
1970	10.0	15,163	1,516	1,875	+24
1971	8.3	6,758	560	1,009	+80
1972	10.2	1,044	106	212	+99
1973	13.6	1,228	167	235	+41
Source	d1	d6		d6	

F.6b 1st TERM REGULAR ARMY, REENLISTED

Base Population is: Total 1st Term RA, reenlisted

Expected Percentage is: Percentage of Career Enlisted eligible to reenlist who are black

Fiscal Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation
					Index
1970	10.4	28,462	2,960	3,955	+34
1971	9.7	26,721	2,591	3,918	+51
1972	8.7	14,455	1,258	2,508	+99
1973	14.3	19,791	2,830	3,888	+37
Source	d1	d6		d6	

F.6c CAREER, REENLISTED

Base Population is: Total Career, reenlisted

Expected Percentage is: Percentage of Career Enlisted eligible to reenlist who are black

Fiscal Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation
					Index
1970	17.1	39,530	6,760	7,528	+11
1971	16.8	51,594	8,667	10,219	+18
1972	14.5	28,242	4,095	5,499	+34
1973	18.0	30,943	5,570	6,229	+12
Source	d1	d6		d6	

G.1 TOTAL ENLISTED SEPARATIONS

Base Population is: Total Enlisted Separations

Expected Percentage is: Percentage of Army Enlisted Personnel who are black

Fiscal Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation Index
1970	13.5	599,113*	80,880	71,957	- 11
1971	15.6	575,021	89,703	66,904	- 25
1972	17.5	532,152	93,127	61,615	- 34
1973	19.8	282,161	55,868	44,631	- 20
Source	d1	k		k	

*NOTE: Category called "Separations under Unknown Conditions" not included in total because data not available for 1970.

G.2 SEPARATIONS—HONORABLE DISCHARGE

Base Population is: Total Honorable Discharge Separations

Expected Percentage is: Percentage of Enlisted discharges who are black

Fiscal Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation Index
1970	12.0	566,041	67,925	66,022	- 3
1971	12.3	512,195	62,999	60,346	- 4
1972	12.5	449,071	56,134	52,541	- 6
1973	15.8	219,971	34,755	33,062	- 5
Source	d1	k		k	

G.3 SEPARATIONS—GENERAL DISCHARGE

Base Population is: Total General Discharge Separations

Expected Percentage is: Percentage of Enlisted discharges who are black

Fiscal Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation Index
1970	12.0	13,491	1,619	2,328	+44
1971	12.3	14,138	1,738	2,411	+39
1972	12.5	20,619	2,577	3,920	+52
1973	15.8	18,047	2,851	3,468	+22
Source	d1	k		k	

G.4 SEPARATIONS—UNDESIRABLE DISCHARGE

Base Population is: Total Undesirable Discharge Separations

Expected Percentage is: Percentage of Enlisted discharges who are black

Fiscal Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation Index
1970	12.0	17,662	2,119	3,283	+55
1971	12.3	19,539	2,403	3,728	+55
1972	12.5	30,105	3,763	4,866	+29
1973	15.8	23,346	3,689	4,170	+13
Source	d1	k		k	

G.5 SEPARATIONS—BAD CONDUCT DISCHARGE

Base Population is: Total Bad Conduct Discharge Separations

Expected Percentage is: Percentage of Enlisted discharges who are black

Fiscal Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation Index
1970	12.0	1,674	201	260	+29
1971	12.3	1,836	226	359	+59
1972	12.5	1,702	213	352	+65
1973	15.8	1,296	205	391	+91
Source	d1	k		k	

G.6 SEPARATIONS—DISHONORABLE DISCHARGE

Base Population is: Total Dishonorable Discharge Separations

Expected Percentage is: Percentage of Enlisted discharges who are black

Fiscal Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation Index
1970	12.0	245	29	64	+118
1971	12.3	240	29	60	+103
1972	12.5	267	33	87	+161
1973	15.8	339	54	138	+158
Source	d1	k		k	

Page 23. CONFINEMENT AND CORRECTIONAL TREATMENT FACILITIES

Base Population is: Total in Confinement and Correctional Treatment Facilities

Expected Percentage: Percentage of Enlisted discharges who are black

Fiscal Year	Expected Percentage	Base Population	Expected Number	Actual Number	Representation Index
1972	17.5	4,518	791	1,662	+110
1973	19.8	5,119	1,014	1,827	+80
Source	d1	l		l	

Fig. 15. MEAN NUMBER OF MONTHS TO MAKE PRESENT RANK FOR BLACKS AND WHITES (E4, E5, E6, E7, E8, E9 Combined) (for 1970 through 1973)*

Year	Whites		Blacks	
	N	\bar{X}	N	\bar{X}
1970	5,134	40.17	681	60.53
1971	4,671	44.68	825	62.98
1972	4,763	58.38	1,006	74.92
1973	6,675	61.02	1,504	71.46

* Data in Figure 15 were from random sample drawn from Enlisted Master Tape Records.

Figure 16. AIR FORCE ENLISTED: E9 - E2

Base Population is: Total number in each grade—AF 1972

Expected Percentage is: Percentage of Air Force Enlisted Personnel who are black

Grade	Expected	Base Population	Expected Number	Actual Number	Representation
	Percentage				Index
E-9	13.0	6,054	787	235	- 70
E-8	13.0	11,946	1,553	663	- 57
E-7	13.0	43,330	5,633	3,398	- 40
E-6	13.0	79,894	10,386	9,359	- 10
E-5	13.0	135,176	17,573	18,733	+7
E-4	13.0	147,993	19,239	19,712	+2
E-3	13.0	88,656	11,525	13,188	+14
E-2	13.0	41,318	5,371	6,279	+17
Source	c6	c6		c6	

Figure 16. MARINE CORPS ENLISTED: E9 - E2

Base Population is: Total number in each grade—MC 1972

Expected Percentage is: Percentage of Marine Corps Enlisted Personnel who are black

Grade	Expected	Base Population	Expected Number	Actual Number	Representation
	Percentage				Index
E-9	15.8	1,507	238	70	- 71
E-8	15.8	3,423	541	256	- 53
E-7	15.8	8,625	1,363	1,029	- 25
E-6	15.8	12,420	1,962	1,608	- 18
E-5	15.8	25,350	4,005	2,899	- 28
E-4	15.8	22,508	3,556	2,184	- 39
E-3	15.8	29,307	4,631	3,940	- 15
E-2	15.8	35,184	5,559	6,994	+26
Source	c7	c7		c7	

Figure 16. NAVY ENLISTED: E9 - E2

Base Population is: Total number in each grade—Navy 1972

Expected Percentage is: Percentage of Navy Enlisted Personnel who are black

Grade	Expected	Base Population	Expected Number	Actual Number	Representation
	Percentage				Index
E-9	7.2	3,807	274	108	- 61
E-8	7.2	9,176	661	334	- 49
E-7	7.2	37,140	2,674	2,269	- 15
E-6	7.2	73,994	5,328	4,933	- 7
E-5	7.2	84,570	6,089	3,934	- 35
E-4	7.2	101,782	7,328	3,811	- 48
E-3	7.2	90,867	6,542	6,425	- 2
E-2	7.2	56,634	4,078	8,255	+102
Source	c8	c8		c8	

Figure 16. ARMY ENLISTED: E9 - E2*

**See B.2, above.*

Figure 17. AIR FORCE OFFICERS: O7+ - O1

Base Population is: Total number in each grade—AF 1972

Expected Percentage is: Percentage of Air Force Officer Personnel who are black

Grade	Expected	Base Population	Expected Number	Actual Number	Representation
	Percentage				Index
O7+	1.8	421	8	2	- 74
O6	1.8	6,131	110	45	- 59
O5	1.8	14,382	259	199	- 23
O4	1.8	22,598	407	361	- 11
O3	1.8	48,942	881	1,040	+18
O2	1.8	13,201	238	240	+ 1
O1	1.8	12,857	231	260	+12
Source	c3	c3		c3	

Figure 17. MARINE CORPS OFFICERS: O7+ - O1

Base Population is: Total number in each grade—MC 1972

Expected Percentage is: Percentage of Marine Corps Officer Personnel who are black

Grade	Expected	Base Population	Expected Number	Actual Number	Representation
	Percentage				Index
O7+	1.5	68	1	0	- -
O6	1.5	708	11	0	- -
O5	1.5	1,521	23	4	- 82
O4	1.5	3,114	47	11	- 76
O3	1.5	5,401	81	71	- 12
O2	1.5	4,492	67	88	+30
O1	1.5	2,362	35	92	+160
Source	c4	c4		c4	

Figure 17. NAVY OFFICERS: O7+ - O1

Base Population is: Total number in each grade—Navy 1972

Expected Percentage is: Percentage of Navy Officer Personnel who are black

Grade	Expected	Base Population	Expected Number	Actual Number	Representation
	Percentage				Index
O7+	0.9	316	3	1	- 67
O6	0.9	4,139	37	7	- 79
O5	0.9	8,462	76	37	- 51
O4	0.9	15,349	138	93	- 33
O3	0.9	18,863	170	111	- 35
O2	0.9	11,341	102	154	+51
O1	0.9	8,616	78	207	+165
Source	c5	c5		c5	

Figure 17. ARMY OFFICERS: O7+ - O1*

**See B.1, above.*

SECTION II: LIST OF DATA SOURCES

<u>Designation</u>	<u>Source</u>
a	Straight-line extrapolations made from U.S. census data for 1950, 1960, and 1970.
b	U.S., Department of Defense, Deputy Assistant Secretary (Equal Opportunity). <i>The Negro in the Armed Forces: A Statistical Fact Book</i> . Washington, D.C., 15 September 1971.
	b.1 pp. 14-16.
	b.2 pp. 17-19.
	b.3 pp. 55-61.
	b.4 pp. 93-99.
c	U.S., Department of Defense, Deputy Assistant Secretary (Equal Opportunity). <i>The Negro in the Armed Forces: A Statistical Fact Book. Update 1971, 1972</i> . Washington, D.C., n.d.
	c.1 pp. 17-18
	c.2 pp. 32-33.
	c.3 p. 12.
	c.4 p. 13.
	c.5 p. 11.
	c.6 p. 27.
	c.7 p. 28.
	c.8 p. 26.
d	U.S. Army, Secretary. Department of the Army Race Relations/Equal Opportunity Conference, Programs Review, 16-17 January 1974, Fort Monroe, Virginia. Washington, D.C., 1974.
	d.1 Racial Statistics Index, Chart A.
	d.2 Chart F (for 1972, given in chart as 28 Feb. '73).
	d.3 Chart E.
	d.4 Chart C.
	d.5 Chart B.
	d.6 Chart G.

DesignationSource

- e U.S., Army, Deputy Chief of Staff for Personnel, Military Personnel Center. Statistical Report on Military Personnel Strength and Turnover by Race. RCS: DDM-A-626. Washington, D.C., 1973, Table II-A.
- U.S., Army, Deputy Chief of Staff for Personnel, Personnel Information Systems Command. Statistical Reports on Military Personnel Strength and Turnover by Race (U). RCS: DDM-A-626. Washington, D.C., 1972, Table II-A.
- U.S., Army, Deputy Chief of Staff for Personnel, Personnel Information Systems Command. Statistical Reports on Military Personnel Strength and Turnover by Race (U). RCS: DDM-A-626. Washington, D.C., 1968, Table II-A.
- f U.S., Army, Deputy Chief of Staff for Personnel, Director of Military Personnel Management, Officer Division, Promotion, Selection and Separation Branch Senior Service College Selection Statistics for School Year 1973-1974. Washington, D.C., 1974.
- g U.S., Army, Deputy Chief of Staff for Personnel, Director of Human Resources Development, Office of Equal Opportunity Programs. Key Unit Positions by Race (As of 26 Nov 73). Washington, D.C., 1973.
- h Information was provided in a telephone conversation on 18 April 1974 with U.S., Army, Deputy Chief of Staff for Personnel, Director of Military Personnel Management, Officer Division, Promotion, Selection, and Separation Branch office.
- i Figures provided by U.S., Army, Deputy Chief of Staff for Personnel, Director of Human Resources Development, Office of Equal Opportunity Programs.
- j U.S., Army, Deputy Chief of Staff for Personnel, Director of Military Personnel Management, Enlisted Division, Structure and Sustainment Branch. FY 73, Male Non-Prior Service Accessions Data. Washington, D.C., 1973.
- Information for 1972 was provided in a telephone conversation on 17 April 1974 with the Office of the U.S., Army, Deputy Chief of Staff for Personnel, Director of Military Personnel Management, Enlisted Division, Structure and Sustainment Branch. The total enlisted figure is from the DCSPER 46 Report. Also provided was the percentage of enlistments that were black.

Designation

Source

- k U.S., Army, Deputy Chief of Staff for Personnel, Director of Military Personnel Management, Promotion and Standards Branch. Enlisted Losses by Character of Discharges by Race. Washington, D.C., 1973.
- U.S., Army, Deputy Chief of Staff for Personnel, Director of Military Personnel Policies, Promotion, Separation Structure and Retention Division, Enlisted Branch. Enlisted Losses by Character of Discharges by Race (Calendar Year 1970). Washington, D.C., 1971.
- l U.S., Army, Provost Marshal General, Correction Division. Racial Population in Confinement and Correctional Treatment Facilities. Washington, D.C., 1973.
- U.S., Army, Provost Marshal General, Correction Division. Racial Population in Confinement and Correctional Treatment Facilities. Washington, D.C., 1972.

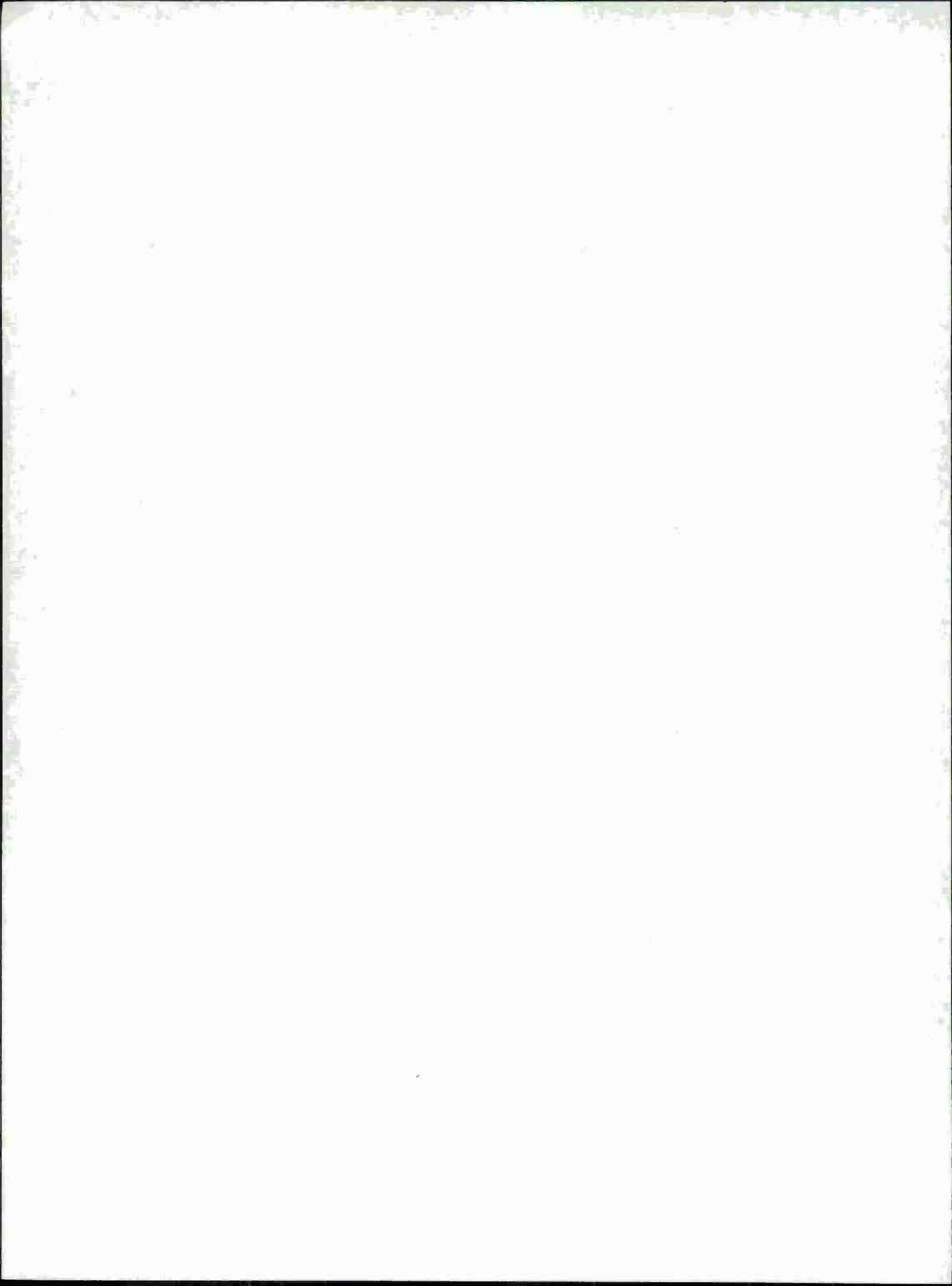
APPENDIX B

A SYSTEM FOR TRACKING CHANGES IN INSTITUTIONAL RACIAL DISCRIMINATION OVER TIME

One of the objectives was to convert what was learned in the study into a system for routinely assessing whatever changes in institutional racial discrimination in the Army are occurring over time. Such a capability presumably might be employed by an office such as the Office of Equal Opportunity Programs to routinely track changes, especially as those changes may relate to particular RR/EO programs. It could be utilized for diagnostic purposes as well as program evaluation. It could provide continued input into Army race relations training programs. It could be used to spot new areas where difficulties might be developing. And finally, it would undoubtedly be a potential source of requirements for new programs.

The dimensions which were used in this study were limited by the availability of necessary data. The set of dimensions which the Army should use on an on-going basis includes both those used in this study and others which should be included. One whole category--military justice--has been added, and the other additions are made within the seven areas used in the study. The study used data on 58 indicators; the system recommended here contains 98 indicators.

So far as is known, all required information for the recommended dimensions is routinely collected already by some agency in the Army. There is a requirement that it be assembled in one place at one time and processed.



RECOMMENDED LIST OF REPRESENTATION INDEXES

A. Racial Composition

1. Personnel in the Army
2. Officers and Warrant Officers
3. Enlisted Personnel
4. Regular Army Commissions

B. Distribution of Ranks

1. Officers: 07+
06
05
04
03
02
01
2. Enlisted: E9
E8
E7
E6
E5
E4
E3
E2
E1
3. Months to make rank--Officers (% Blacks above the Median):
07+
06
05
04
03
02
4. Months to make rank--Enlisted (% Blacks above the Median):
E9
E8
E7
E6
E5
E4
E3
5. Officer Evaluation Reports (% Blacks above the Median)
6. Enlisted Evaluation Reports (% Blacks above the Median)

C. Occupational Specialties Distribution

1. Officers:
 - a. General and Executive
 - b. Tactical Operations

- c. Intelligence
- d. Engineering and Maintenance
- e. Scientists and Professionals
- f. Medical
- g. Administrators
- h. Supply, Procurement and Allied
- 2. Enlisted:
 - a. Infantry, Gun Crews/Allied Specialists
 - b. Electronics Equipment Specialists
 - c. Communications and Intelligence Specialists
 - d. Medical and Dental Specialists
 - e. Other Technical and Allied Specialists
 - f. Administrative Specialists and Clerks
 - g. Electrical/Mechanical Equipment Repair Specialists
 - h. Craftsmen
 - i. Service and Supply Handlers
 - j. Miscellaneous Others
- 3. Officers with Technical MOS's
- 4. Enlisted with Technical MOS's
- 5. Total Personnel by Branch Assignment

D. Types of Assignments

- 1. Officers in Command Positions (Battalion and above)
- 2. DA General or Special Staff Assignment
- 3. Sec. Def., or JCS Assignment
- 4. Command Sergeants Major
- 5. Aide-de-Camp Assignments
- 6. Attache Duty Assignments

E. School Eligibility and Selection

- 1. Senior Service Colleges--Eligible
- 2. Senior Service Colleges--Nominated
- 3. Senior Service Colleges--Selected
- 4. CGSC--Eligible
- 5. CGSC--Selected
- 6. NCOES--Sergeants Major Academy
- 7. NCOES--Basic Course
- 8. NCOES--Advanced Course

F. Accessions and Reenlistments

- 1a. USMA--Entered
- 1b. USMA--Commissioned
- 2a. OCS--Entered
- 2b. OCS--Commissioned
- 3a. ROTC--Entered
- 3b. ROTC--Commissioned

4. Personnel Recruited
- 5a. AUS, Eligible to Reenlist
- 5b. 1st Term RA, Eligible to Reenlist
- 5c. Career, Eligible to Reenlist
- 6a. AUS, Reenlisted
- 6b. 1st Term RA, Reenlisted
- 6c. Career, Reenlisted

G. Separations

1. Total Enlisted
2. Type of Discharge--Enlisted
 - a. Honorable
 - b. General
 - c. Undesirable
 - d. Bad Conduct
 - e. Dishonorable
3. Total Officers
4. Type of Discharge--Officers
 - a. Honorable
 - b. Less than Honorable

H. Military Justice

1. Non-Judicial Punishment
2. Pre-Trial Confinement
3. Administrative Discharge following Pre-Trial Confinement
4. Summary Courts-Martial
5. Special Courts-Martial
6. General Courts-Martial

For each of these dimensions, it is recommended that the Representation Index for any time period of interest be calculated according to the formula used in this study:

$$\text{Representation Index} = \left[\frac{\text{Actual Number}}{\text{Expected Number}} \times 100 \right] - 100$$

The rationale for this formula and the definition of its terms are given in the body of this report.

IMPLEMENTATION OF THE SYSTEM

If this system of Representation Indexes were to be implemented in the Army, it could provide the basis for a relatively routine periodic evaluation of the effects of RR/EO programs and for a comprehensive and up-to-date picture of the specific state of institutional racial discrimination in the Army and how it is changing. Every 12 months, a determination of all the indicators for that year could be made as well as an annual assessment of the total and cumulative effects of the preceding years. Such data could help determine relative priorities for Affirmative Actions Plans and help identify particularly troublesome areas for further study and attention.

Initial Study

An initial study should be done to obtain data on those indicators for which data were not obtained in the present study and to obtain baseline data for all indicators for every other year back to 1962 if possible. To do this, data should be from personnel records themselves and not from the Enlisted or Officer Master Tape Files. A major problem with the data on those tapes is that they carry only current information. This means, for example, that you can determine how many months an E6 took to make E6, but you cannot determine how many months the same man took to make E5 or E4. Neither can you determine what the average time to make a given rank was for any year but the present one. For this reason and because a very high proportion of data is missing and incomplete on those tapes, it is strongly recommended that the basic personnel files themselves be sampled. If the basic personnel files are duplicated on tape, then those tapes could be used.

Current and prior year data should be obtained for all of the recommended indicators. Eight separate substudies should then be undertaken--one for each of the major categories of indicators. These substudies would examine the indicators within each area and establish the trends over time. Each substudy would also undertake to introduce and examine the effects of all control variables which appear appropriate for the particular indicators within that area. When those initial substudies are completed, then the total system should be ready for routine implementation.

Assuming that all required data are fed directly to the office responsible for this system and are available there, it should not be difficult to set up automatic data processing to convert the data to the indicator format and to examine control variable effects.

On-Going Special Studies

The eight initial substudies might well be continued as on-going special studies. On the basis of the initial substudy results, some instances of major, rapid institutional change may well be identified. These should be candidates for special case studies to see if it can be determined what factors produced the major rapid change. The results

of such case studies could provide input to Affirmative Actions program planning as well as data and hypotheses on effective sources of institutional change.

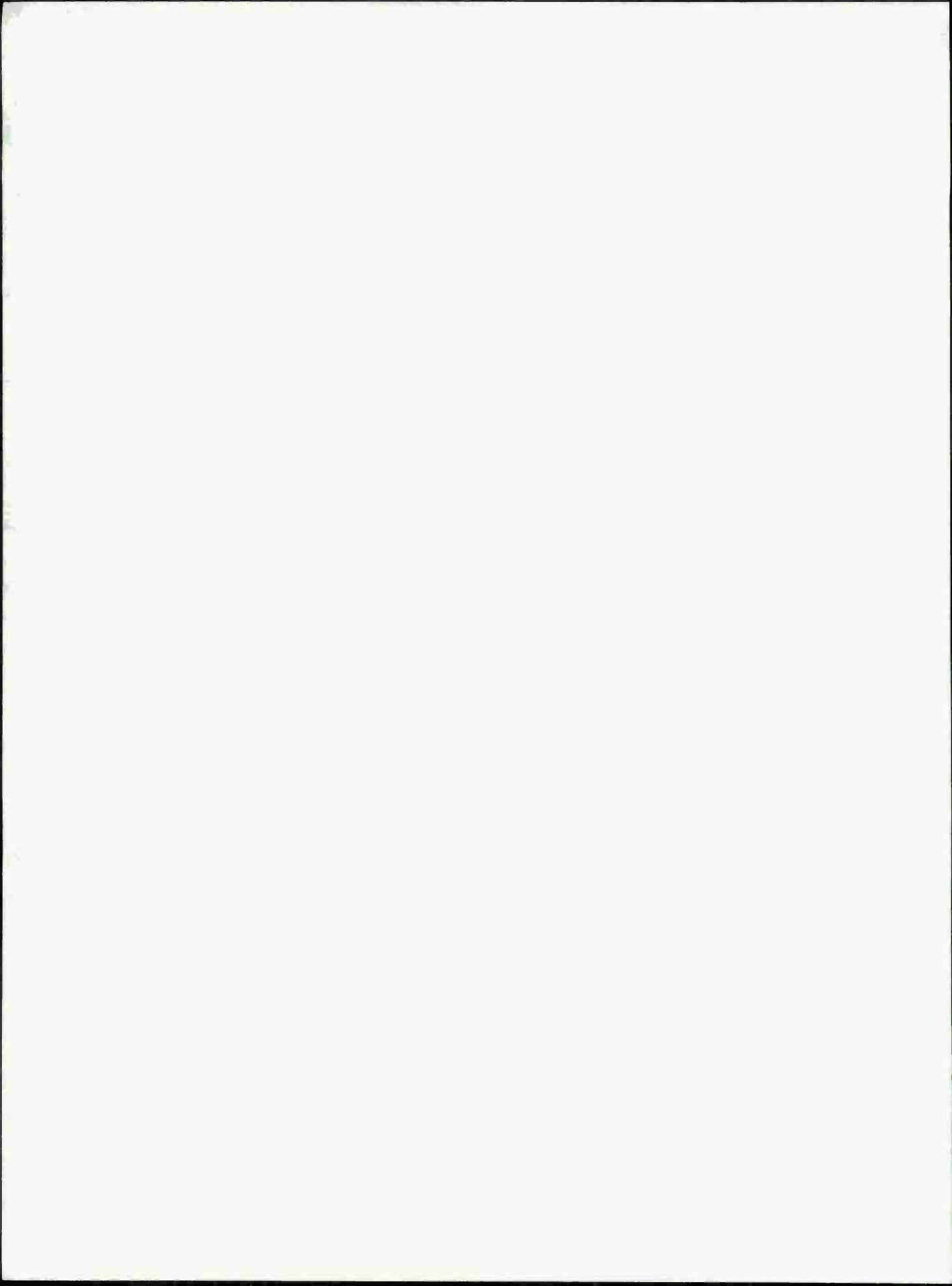
Special studies should be continued within each category of dimension in order to further determine the effects of control variables. In addition, special studies might undertake specific assessment of particular programs. For example, the Army has undertaken a variety of actions designed to increase the black officer input. Special studies could measure the specific impact of those actions at a more detailed level.

The Use of Representation Index Data in Race Relations Training and Public Relations

Indicator data might be used as content in race relations training programs. Pilot studies could test alternative possible uses. In addition, such material may have a role in public relations which could be explored. People tend to focus on the fact that discrimination exists in an organization, which is a hard charge to answer because it is usually true. An effective counter to the charge of discrimination might be the demonstration using the indicator data over time that discrimination is being eliminated.

Annual Report and Conference

If a system of Representation Indexes of the kind proposed were implemented, it should result in material highly suitable for an annual evaluative report on what has occurred during the year with respect to those indicators. Such a report, in turn, could be a highly appropriate basis for an annual conference of RR/EO specialists and commanders.



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- 1 USASMA, Ft Bliss, ATTN: ATSS-LRC
- 1 USA Air Def Sch, Ft Bliss, ATTN: ATSA-CTD-ME
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- 1 USA Cmd & General Stf College, Ft Leavenworth, ATTN: ATSW-SE-L
- 1 USA Cmd & General Stf College, Ft Leavenworth, ATTN: Ed Advisor
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- 1 USA Combined Arms Cmbt Dev Act, Ft Leavenworth, ATTN: CCS
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- 1 USA Combined Arms Cmbt Dev Act, Ft Leavenworth, ATTN: ATCACQ-E
- 1 USA Combined Arms Cmbt Dev Act, Ft Leavenworth, ATTN: ATCACQ-CI
- 1 USAECOM, Night Vision Lab, Ft Belvoir, ATTN: AMSEL-NV-SD
- 3 USA Computer Sys Cmd, Ft Belvoir, ATTN: Tech Library
- 1 USAMERDC, Ft Belvoir, ATTN: STSFB-DQ
- 1 USA Eng Sch, Ft Belvoir, ATTN: Library
- 1 USA Topographic Lab, Ft Belvoir, ATTN: ETL-TD-S
- 1 USA Topographic Lab, Ft Belvoir, ATTN: STINFO Center
- 1 USA Topographic Lab, Ft Belvoir, ATTN: ETL-GSL
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- 1 USA Intelligence Ctr & Sch, Ft Huachuca, ATTN: ATS-CTD-MS
- 1 USA Intelligence Ctr & Sch, Ft Huachuca, ATTN: ATSI-TE
- 1 USA Intelligence Ctr & Sch, Ft Huachuca, ATTN: ATSI-TEX-GS
- 1 USA Intelligence Ctr & Sch, Ft Huachuca, ATTN: ATSI-CTS-OR
- 1 USA Intelligence Ctr & Sch, Ft Huachuca, ATTN: ATSI-CTD-DT
- 1 USA Intelligence Ctr & Sch, Ft Huachuca, ATTN: ATSI-CTD-CS
- 1 USA Intelligence Ctr & Sch, Ft Huachuca, ATTN: DAS/SRD
- 1 USA Intelligence Ctr & Sch, Ft Huachuca, ATTN: ATSI-TEM
- 1 USA Intelligence Ctr & Sch, Ft Huachuca, ATTN: Library
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- 1 CDR, Project MASSTER, ATTN: Tech Info Center
- 1 Hq MASSTER, USATRADOC, LNO
- 1 Research Institute, HQ MASSTER, Ft Hood
- 1 USA Recruiting Cmd, Ft Sheridan, ATTN: USARCPM-P
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- 1 Stimson Lib, Academy of Health Sciences, Ft Sam Houston
- 1 Marine Corps Inst., ATTN: Dean-MCI
- 1 HQUSMC, Commandant, ATTN: Code MTMT 51
- 1 HQUSMC, Commandant, ATTN: Code MPI-20
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- 1 USCG, Psychol Res Br, DC, ATTN: GP 1/62
- 1 HQ Mid-Range Br, MC Det, Quantico, ATTN: P&S Div

- 1 US Marine Corps Liaison Ofc, AMC, Alexandria, ATTN: AMCGS-F
- 1 USATRADOC, Ft Monroe, ATTN: ATRO-ED
- 6 USATRADOC, Ft Monroe, ATTN: ATRP-AD
- 1 USATRADOC, Ft Monroe, ATTN: ATTS-EA
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- 1 USA Aviation Sch, Ft Rucker, ATTN: PO Drawer O
- 1 HQUSA Aviation Sys Cmd, St Louis, ATTN: AMSAV-ZDR
- 2 USA Aviation Sys Test Act., Edwards AFB, ATTN: SAVTE-T
- 1 USA Air Def Sch, Ft Bliss, ATTN: ATSA TEM
- 1 USA Air Mobility Rsch & Dev Lab, Moffett Fld, ATTN: SAVDL-AS
- 1 USA Aviation Sch, Res Tng Mgt, Ft Rucker, ATTN: ATST-T-RTM
- 1 USA Aviation Sch, CO, Ft Rucker, ATTN: ATST-D-A
- 1 HQ, USAMC, Alexandria, ATTN: AMXCD-TL
- 1 HQ, USAMC, Alexandria, ATTN: CDR
- 1 US Military Academy, West Point, ATTN: Serials Unit
- 1 US Military Academy, West Point, ATTN: Ofc of Milt Ldrshp
- 1 US Military Academy, West Point, ATTN: MAOR
- 1 USA Standardization Gp, UK, FPO NY, ATTN: MASE-GC
- 1 Ofc of Naval Rsch, Arlington, ATTN: Code 452
- 3 Ofc of Naval Rsch, Arlington, ATTN: Code 458
- 1 Ofc of Naval Rsch, Arlington, ATTN: Code 450
- 1 Ofc of Naval Rsch, Arlington, ATTN: Code 441
- 1 Naval Aerosp Med Res Lab, Pensacola, ATTN: Acous Sch Div
- 1 Naval Aerosp Med Res Lab, Pensacola, ATTN: Code L51
- 1 Naval Aerosp Med Res Lab, Pensacola, ATTN: Code L5
- 1 Chief of NavPers, ATTN: Pers-OR
- 1 NAVAIRSTA, Norfolk, ATTN: Safety Ctr
- 1 Nav Oceanographic, DC, ATTN: Code 6251, Charts & Tech
- 1 Center of Naval Anal, ATTN: Doc Ctr
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- 1 Nav BuMed, ATTN: 713
- 1 NavHelicopterSubSqua 2, FPO SF 96601
- 1 AFHRL (FT) William AFB
- 1 AFHRL (TT) Lowry AFB
- 1 AFHRL (AS) WPAFB, OH
- 2 AFHRL (DOJZ) Brooks AFB
- 1 AFHRL (DOJN) Lackland AFB
- 1 HQUSAF (INYSO)
- 1 HQUSAF (DPXXA)
- 1 AFVTG (RD) Randolph AFB
- 3 AMRL (HE) WPAFB, OH
- 2 AF Inst of Tech, WPAFB, OH, ATTN: ENE/SL
- 1 ATC (XPTD) Randolph AFB
- 1 USAF AeroMed Lib, Brooks AFB (SUL-4), ATTN: DOC SEC
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- 1 AF Log Cmd, McClellan AFB, ATTN: ALC/DPCRB
- 1 Air Force Academy, CO, ATTN: Dept of Bel Scn
- 5 NavPers & Dev Ctr, San Diego
- 2 Navy Med Neuropsychiatric Rsch Unit, San Diego
- 1 Nav Electronic Lab, San Diego, ATTN: Res Lab
- 1 Nav TrngCen, San Diego, ATTN: Code 9000-Lib
- 1 NavPostGraSch, Monterey, ATTN: Code 55Aa
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- 1 NavTrngEquipCtr, Orlando, ATTN: Tech Lib
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- 1 US Dept of Justice, DC, ATTN: Drug Enforce Admin
- 1 Nat Bur of Standards, DC, ATTN: Computer Info Section
- 1 Nat Clearing House for MH-Info, Rockville
- 1 Denver Federal Ctr, Lakewood, ATTN: BLM
- 12 Defense Documentation Center
- 4 Dir Psych, Army Hq, Russell Ofcs, Canberra
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- 3 Chief, Canadian Def Rsch Staff, ATTN: C/CRDS(W)
- 4 British Def Staff, British Embassy, Washington
- 1 Def & Civil Inst of Enviro Medicine, Canada
- 1 AIR CRESS, Kensington, ATTN: Info Sys Br
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- 1 Military Attache, French Embassy, ATTN: Doc Sec
- 1 Medecin Chef, C.E.R.P.A.-Arsenal, Toulon/Naval France
- 1 Prin Scientific Off, Appl Hum Engr Rsch Div, Ministry of Defense, New Delhi
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